



Rivington Park Independent School & Nursery

Bullying Policy

RATIONALE

All children at Rivington Park Independent have a right to be in a school environment that is a safe and comfortable place in which to learn.

They have an entitlement to equal access to the curriculum. They cannot be given this if they are absent because of fear. If they are in fear whilst in school, then again they cannot learn.

All staff are responsible for countering bullying. There must be a whole school recognition that bullying is unacceptable and a willingness of staff to act to remove it. If we ignore bullying then we are allowing it to continue and we are no better than the bully ourselves.

PURPOSES

- To provide a safe environment for our pupils
- To create an environment where bullying is not the norm and it is openly condemned
- To create an environment where pupils feel that they, or their friends, can report incidents of bullying and know that they will be dealt with fairly and without fear of reprisals
- To provide a variety of supports for pupils so that incidents are dealt with
- To indicate to parents, prospective pupils and pupils that Rivington Park Independent School is a school which deals with incidents as they arise and encourages an open attitude to the issue

GUIDELINES

- Bullying is an act which is intended to hurt, threaten or frighten someone else
- At Rivington, the following are all considered to be examples of 'Bullying'
Physical violence, threatening behavior, ganging up on someone, name calling, Forcing someone to do something they don't want to, spreading malicious gossip, extortion of money/property, harassment, mental cruelty, purposely damaging someone else's property
- The places where most bullying happens are
On the buses, playground at break/lunchtimes, in the toilets, in the dining hall, in lessons when teachers aren't watching, On the way home
- To raise awareness of bullying it is suggested that:-
 1. Opportunities are given in structured time to discuss, write about and enact bullying
 2. Written advice on how to deal with bullying is available
 3. Posters highlighting bullying are periodically displayed
 4. Peer or older pupil support is available
 5. All staff are trained how to deal with bullying

PROCEDURE

BE AVAILABLE – make sure the child/ children know that you are ready to listen.

School will:-

- Ensure that the immediate environment is calm and one, which gives maximum support to the victim.
- Keep a written log of the details
- Report the matter to the Head teacher/ Nursery Manager
- The incident should be looked investigated by the member of staff approached immediately. All those involved should be seen individually to give them each a chance to report accurately.
- A clear account of the incident will be recorded and given to the Head Teacher.
- The Head Teacher (or Primary Head) will interview all concerned and record the incident.
- Tutors/ class teacher (primary) will be informed and if it persists the form tutor will advise the appropriate subject teachers.
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

Pupils:-

- Pupils who have been bullied will be supported by being offered an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice.
- Reassurance of the pupil
- Offering continuous support.
- Restoring self-esteem and confidence.
- Pupils who have bullied will be helped by discussing what has happened
- discovering why the pupil became involved
- establishing the wrong doing and the need to change.
- Informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:-

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of school
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

Within the curriculum the school will raise awareness of the nature of bullying through

inclusion in PHSE, form tutorial time, assemblies and subject areas as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness.

The policy will be promoted and implemented throughout the school.