



PREP & EYFS (REC) ANTI BULLYING POLICY

This Policy runs alongside the Whole School policies and procedures for Anti Bullying

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Rossall Preparatory School aims for every pupil and member of staff to thrive within a community in which everyone respects, supports and cares for everyone else. It is the School's aim to ensure that this is always true. This policy has been drawn up with regard to the Senior School Anti Bullying Policy. This policy has regard to the non statutory advice issued by the Department of Education, 'Preventing and tackling bullying: Advice for headteachers, staff and governing bodies' (July 2017).

Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally.

Bullying can take many forms to include: name-calling, taunting, mocking, making offensive comments, threatening behaviour, kicking, hitting, pushing, taking belongings, harassment, inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups, spreading hurtful and untruthful rumours. Although sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others.

Cyber bullying includes bullying by electronic means (social websites, mobile telephones, text messages, email, photographs etc.) and is equally unacceptable. There are many reasons for bullying. Specific types of bullying may relate to race, religion or culture, to learning differences and special educational needs, to disabilities or caring for others, to appearance or health conditions, to sexual orientation, to adoption, to homophobia, to gender identity or to sexist or sexual bullying. The serious consequences for the target of bullying range from psychological damage and its related symptoms (loss of confidence, depression, etc.) to suicide.

Aims

Rossall Prep seeks to put into practice on a day-to-day basis, the following:

It is the responsibility of the school community, pupils and adults alike, to uphold the values of integrity, morality and concern for others. All members of the school have the right to remain free from bullying or the fear of bullying. All members should feel free to be able to report any concerns related to bullying in the certain knowledge that those concerns will be listened to and the matter investigated by those competent to do so.

Those who report an incident of bullying or suspected bullying will be able to do so in safety.

How to Report and Deal with Bullying

Pupils: any pupil who is being bullied, witnesses bullying of someone else or suspects that someone else is being bullied should tell someone who may be able to help. This may be a friend, Teacher, Teaching Assistant, Head of Prep, the School Nurse or anyone they feel able to confide in. Pupils are educated about the roles they can play to prevent or stop bullying, including if they witness bullying.

Staff: any adult who has concerns about the bullying of a pupil or a colleague should tell the Head of Prep. Staff must act as role models and do their best to ensure their behaviour cannot be perceived to be bullying.

Parents: any parent who has concerns about their son/daughter or about any other pupil in the School should inform an appropriate member of staff (in most cases this will be the Head of Prep, but may also be the class teacher or form tutor in the first instance).

Terms

In this document the terms 'bully' and 'victim' are used. 'Bully' is used of someone who has manifested bullying behaviour, 'victim' is used of someone who has received bullying behaviour. The terms are used for ease of reference. There is no suggestion that these are discrete categories of people or that their involvement in bullying behaviour is necessarily either pervasive or persistent.

It is noted that child-on-child abuse can be a form of bullying and, in line with the school's Safeguarding Policy, and Child-on-Child Abuse Policy, will be treated as a safeguarding matter and passed to the Designated Safeguarding Lead. Please refer to the Safeguarding Policy and Child-on-Child Abuse Policy for further information.

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by:

- developing a school ethos in which bullying is regarded as unacceptable
- aiming to produce a safe and secure environment where all can learn without anxiety
- aiming to provide consistency when we respond to any bullying incidents that may occur
- aiming to make all children aware of our opposition to bullying
- making clear each person's responsibilities with regard to the eradication of bullying in our School

This policy statement makes it very clear that we do not allow bullying to take place in our School, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

Bullying is investigated whenever 'a victim perceives that she/he has been bullied'. Any allegation of bullying is passed to the Head of Prep who is also the DSL. Investigations always involve listening to all parties - the alleged bully, the perceived victim, and any witnesses.

We monitor the incidents of bullying that occur, and review the effectiveness of the Prep School's policy regularly. We keep accurate records of all incidents of reported bullying using CPOMS.

We respond quickly to any request from pupils or parents to investigate alleged incidents of bullying.

Rossall Code on Bullying for pupils

All reasonable steps should be taken to ensure that, so far as it is possible, every pupil feels safe and happy at School and feels supported and protected at all times. Rossall expects all members of the School community to uphold this code, including pupils.

- Every pupil at Rossall has the right to enjoy their learning and leisure time free from intimidation or being bullied
- Rossall pupils have a responsibility not to bully or be involved in bullying
- Rossall pupils have a responsibility to report perceived bullying at the first instance
- Rossall pupils will not tolerate unkind actions or remarks, even when these were intended not to hurt.
- To stand by when someone else is bullied, is to support bullying
- If you are being bullied, or you know of someone who is being bullied, you should report this to a member of staff or a responsible senior pupil
- Bullying will always be taken seriously by staff; pupils must play their part in creating an intimidation free environment at Rossall

Types of bullying

Bullying can include a number of different behaviours:

- Emotional - being actively unfriendly, excluding, tormenting
- Physical - pushing, kicking, hitting, punching or any violence
- Racist - racial taunts, graffiti, gestures
- Religious – being singled out because of your religious beliefs

- Cultural - bullying based on prejudice and difference
- Sexual - unwanted physical contact or sexually orientated comments
- Homophobic - because of, or focusing on the issue of sexuality
- Disability – targeting pupils with physical or learning difficulties
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - Internet misuse through offensive website postings, e-mail and instant messaging. Misuse of mobile phones through text messaging, camera and video facilities, etc.
- Property - damage to or hiding or another's property
- Indirect - spreading rumours, excluding someone from social groups

The role of the Staff

- It is the responsibility of the staff to implement the school anti-bullying strategy and to ensure that all members of the community are aware of the school policy and know how to deal with incidents of bullying
- The ethos of the Prep School is to ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. Attention can be drawn to this at suitable moments. For example, in assemblies promoting equality and tolerance
- When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour
- Staff intervene when necessary, follow up with reports of bullying, make detailed reports using CPOMS, and always provide a listening ear when needed
- If members of staff become aware of any alleged bullying taking place between members of a class, this is dealt with as swiftly as possible, often using PSHE and circle time to discuss behaviour
- Both the victim and the offender are offered support in different ways, but with the same outcome of all pupils understanding why behaviour was wrong
- If a child is repeatedly involved in an imbalance of power over other children, staff inform the Head of Prep
- The child's parents will then be invited into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head of Prep is also the school's Designated Safeguarding Lead and will liaise with the other DSL

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Staff awareness and training

The school will ensure that all staff are aware of this policy and its contents and are trained to identify and respond to incidents of bullying. At regular intervals, staff receive training through INSET.

Guidelines for Dealing with Incidents of Bullying:

Staff coming across cases of bullying are recommended to respond in the following ways:-

- Remain calm: reacting emotionally may add to the bully's enjoyment and control of the situation.
- Take the incident or report seriously and take action as quickly as possible. Does your action need to be private or public?
- Reassure the alleged victim(s) and ensure that they are not made to feel inadequate or foolish.
- Offer concrete help, advice and support to the victim(s)
- Make plain to the perpetrator(s) your disapproval and encourage the bully to see the situation from the victim's point of view
- Explain clearly any sanction and why it is being given

- If sanctions are required, care is needed in doing this. Reacting aggressively or with undue severity reinforces the message that those who possess power can wield it without regard to the feelings of the powerless
- Inform immediately the Head of Prep or the Deputy, and the relevant Class Teacher, in turn all staff should be alerted to the need for vigilance if there is the possibility of repetition of the incident
- Clear, concise facts are recorded on CPOMS
- Recording of accurate data on CPOMS is important for termly and annual analysis, and review by senior leadership team: presentation of data with explanations is provided to the Education and Welfare Committee of Council

Serious cases of bullying may result in internal or external suspension. Persistent bullying could result in exclusion.

In very serious cases, and only after the Head of Prep or Senior DSL has been involved, it may be necessary to make a report to Social Services. However, it is the policy of Rossall School to attempt to resolve such issues internally under the school's own disciplinary procedures.

After the original incident, all staff involved in its discovery and resolution should ensure that:

- the incident does not live on through reminders from them to the perpetrators
- forethought is given to the prevention of future recurrences of the incident, especially if the factor that triggered it in the first place has been identified
- they are not being overprotective and not allowing the victim(s) to help themselves where they can
- in a confirmed case of bullying, the bully should be encouraged to view their behaviour objectively. This can be done through restorative justice and/or application of code of conduct reflective exercise

Limiting the opportunity for bullying

- The playground is supervised during break and lunch periods
- All pupils have regular PSHE sessions in order to address issues surrounding bullying
- Assemblies are given that allow for discussion of what constitutes bullying
- We reserve the right to investigate incidents that take place outside school hours, on school visits and trips and that occur in the vicinity of the school, involving our pupils
- We welcome feedback from parents and guardians on the effectiveness of our preventative measures.
- Playground pupil monitors are available to speak with: the monitors are easily identifiable and are trained to move around the playground to offer support, report problems to a teacher, and cheer up any children who may be feeling low

All staff should be sensitive to changes in behaviour, moods, and be aware of absenteeism.

The role of parents

Rossall acknowledges the role played by parents in ensuring that instances of bullying are reduced. It is clearly helpful when parents support the values and measures represented within this policy and to discuss relationships, incidents and concerns in the same light.

- Parents, who are concerned that their children may be being bullied, or may be a perpetrator of bullying, should contact their form tutor immediately. We advise against contacting other parents to sort out matters
- If parents are not satisfied with the response they should contact the Head of Prep
- A parent who is dissatisfied with the way the school has dealt with a bullying incident should follow the Complaints Procedure

Related Policies

- Whole School Anti Bullying Policy
- Prep Behaviour Policy
- Complaints Policy
- Peer on Peer Abuse Policy
- Learning Development Policy
- Disability Policy
- Equal Opportunities Policy

Further Resources

ChildLine Offers a free 24-hour helpline and counselling service for children in distress or danger.

- Telephone: 0800 1111 <http://www.childline.org.uk>
- Anti-Bullying Alliance (ABA) <http://www.anti-bullyingalliance.org.uk/Page.asp>
- Information on Cyber bullying <http://www.antibullying.net/cyberbullying1.htm>
- Parentline <http://parentlineplus.org.uk>
- Bullying UK <http://www.bullying.co.uk/index.asp>

The Department for Education issues advice sheets for parents and pupils, and there are additional resources available in 'Preventing and tackling bullying: Advice for headteachers, staff and governing bodies (updated 2017). <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>