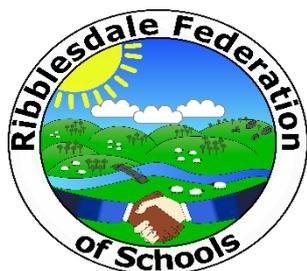


# **The Ribblesdale Federation of Schools**



## **Anti-Bullying Policy**

**Reviewed by: R Shaw January 2022**

**Approved by governors: May 2022**

**Review date: January 2023**

**Executive Headteacher: T Ward**

**Chair of Governors: P. Gibbons**

**The Ribblesdale Federation of Schools**  
**Anti-bullying Policy**

**Introduction**

The Anti-Bullying Alliance defines bullying as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

Section 89 of the Education and Inspections Act 2006 states that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

**Aims**

At The Ribblesdale Federation of Schools, everyone is equal and we treat each other with dignity and respect. We believe every child and adult in our school has the right to thrive in a safe, nurturing and caring community, without fear of being treated unkindly or experiencing bullying behaviour, irrespective of physical appearance, gender, race, religion, ethnicity, socio-economic background, academic ability, disability, sexual orientation or gender identity. Bullying behaviour, both on and offline is always unacceptable and incidents of bullying will always be taken seriously and acted upon.

**Objectives**

- to enable pupils to clearly understand what bullying means
- to enable pupils to understand that bullying, in all its forms, will not be tolerated by the head teacher, staff and school governors
- to enable parents to feel confident that bullying will be firmly dealt with by the school
- to raise the awareness of staff to the presence of bullying
- to continue to promote a non-violent ethos in the school

**Definition**

Bullying is the repeated wilful, conscious behaviour by an individual or group, that intentionally hurts, threatens or frightens another individual or group either physically or emotionally.

**What is bullying?**

Bullying can take many forms (for instance, cyber-bullying via text messages or the internet, physical bullying: hitting, kicking, taking belongings, verbal bullying: name calling, insulting, making offensive remarks, indirect bullying: spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours). This is often motivated by prejudice against particular groups, for example on the grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children or perceived differences. (Preventing and tackling bullying, DfE 2014)

**Cyber-bullying**

Cyber-bullying can happen at all times of the day with a potentially bigger audience than other types of bullying. This is due to the rapid development of technology. The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyberbullying by providing a specific power to search for and, if necessary, delete

inappropriate images on electronic devices, including mobile phones. (Preventing and tackling bullying, DfE 2014)

### **Prevention**

The Ribblesdale Federation of Schools proactively promotes strategies to prevent bullying occurring. Pupils are taught about differences during PSHE lessons, focused weeks such as Anti-Bullying week, Children's Mental Health week, assemblies and when the need arises with certain year groups, classes or groups of pupils. At RFS we openly discuss differences between people that could motivate bullying such as religion, ethnicity, disability, gender or sexuality. The Ribblesdale Federation of Schools creates an ethos of good behaviour underpinned by the School Rules and the Behaviour Policy. Pupils and school staff treat each other with respect because they know that this is the right way to behave. Other agencies such as the police and the community support officers are involved in educating children around E-Safety and other aspects of safeguarding.

**Education is a compulsory experience and it is therefore the responsibility of all staff in the school to ensure that it takes place in an atmosphere, which is caring and protective. Parents should be entitled to feel confident that when they send their children to school, they will be protected from bullies.**

### **Staff will:**

- ensure that children are introduced at an early age to a code of behaviour which seeks to bring them to an awareness of the rights of others
- encourage all pupils and parents to inform staff of incidents of bullying
- have access to information to raise the awareness of bullying and possible strategies for overcoming it
- ensure that every reported instance of bullying is recorded and investigated and that action is taken.
- when bullying occurs the parent of the perpetrator will be informed of the incident and asked to attend a meeting
- actions taken are done so discreetly and sensitively
- when a pupil repeats his/her unacceptable behaviour the Governors will be informed and if a matter cannot be resolved further action will be deemed necessary.
- use personal and social education to ensure that the school maintains a kind, caring and cooperative environment.
- be provided with training in PSHE aspects of learning
- consult with midday supervisors to ensure that incidents, concerns or other relevant information is communicated.
- encourage parents to inform the school immediately of any incidence that has not been communicated to staff at school
- Follow the flow chart for dealing with bullying incidents

### **Anti-Bullying Procedure**

Incident reported by pupil (or parent) to member of staff or an incident is observed



Staff member investigates – taking into account all children’s views and accounts (separately)



Incident recorded on CPOMs. On-going monitoring of the situation.



If problem continues then the following steps to be taken



Staff member talks to the perpetrator and victim separately. Parents are informed verbally of the problem.



Head Teacher involved. Other school professionals may be involved with consent of parents should this be deemed appropriate. On-going monitoring of the situation.



If problem continues then the following steps to be taken



Head teacher arranges meetings with parents. Other relevant agencies consulted with. Ongoing monitoring of situation.

↓ If problem continues, then the following steps are taken



Parents invited into school to discuss the possibility of fixed-term exclusion of the perpetrator. Other relevant agencies consulted.

For further information visit the [website https://www.anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/what-bullying](https://www.anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/what-bullying)

#### **This policy links to:**

- Behaviour Policy
- Child Protection Policy
- PSHE and RSE Policy
- Mental Health and Wellbeing Policy
- NYCC Inclusive Education Service Anti-Bullying Guidance  
[https://cyps.northyorks.gov.uk/sites/default/files/NYCC%20Anti-bullying%202016-18%20%20\(2\).pdf](https://cyps.northyorks.gov.uk/sites/default/files/NYCC%20Anti-bullying%202016-18%20%20(2).pdf)
- Valuing All God’s Children  
[https://www.churchofengland.org/sites/default/files/2019-07/Valuing%20All%20God%27s%20Children%20July%202019\\_0.pdf](https://www.churchofengland.org/sites/default/files/2019-07/Valuing%20All%20God%27s%20Children%20July%202019_0.pdf)
- Anti-Bullying Alliance - <https://www.anti-bullyingalliance.org.uk/tools-information/all-aboutbullying/anti-bullying-policies>

#### **Dissemination of the policy**

The policy is available to parents and carers and pupils via the school website.