Anti-Bullying Policy

Approval: Full Governing Body
Review Frequency: Annually
Last Reviewed: October 2026
Date of next Review: October 2027

ANTI BULLYING POLICY

Introduction

At Rickmansworth Park JMI School, the children are at the heart of all that we do. We have a strong tradition of promoting excellence and supporting ambition within a caring, happy and safe environment.

Our guiding principles are:

- To provide an education which develops the whole child.
- To provide a broad and balanced curriculum with a strong focus on enrichment opportunities.
- To teach children to understand their own rights and to respect the rights of others.

Rickmansworth Park School is a **Rights Respecting School**, based upon the United Nations Convention for the Rights of the Child. A rights-respecting school not only teaches about children's rights but also models rights and respect in all its relationships. We believe that being a rights-respecting school promotes positive behaviour and will enable us to develop successful, responsible citizens for the future.

Article 2 (without discrimination)
The Convention applies to every child whatever their ethnicity, gender, religion, abilities, whatever they think or say, no matter what type of family they come from.

Article 3 (best interests of the child)
The best interests of the child must be a top priority in all actions concerning children.

Article 4 (protection of rights)
Governments must do all they can to fulfil the rights of every child.

Definition

Bullying can be identified in the following way:

- Hurt has been deliberately/knowingly caused (physically or emotionally)
- Repeated incidents over a period of time
- Imbalance of power – the target feels s/he cannot defend themselves and/or the perpetrator/s are exploiting their power (size, age, status)

Rationale

All staff should be aware that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but may not be limited to:

• bullying (including cyberbullying);

• physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;

• sexual violence and sexual harassment;

• sexting (also known as youth produced sexual imagery); and

• initiation/hazing type violence and rituals.

All staff should be aware that abuse is abuse and peer on peer abuse will never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up". Furthermore they should *recognise the gendered nature of peer on peer abuse (i.e. that it is more likely that girls will be victims and boys perpetrators), but that all peer on peer abuse is unacceptable and will be taken seriously.*

(School's Child Protection Policy 2026)

Aims

To minimise the chances of bullying occurring by actively promoting an ethos which is not conducive to bullying.

To help the child who is bullying others to behave more appropriately.

To make it clear to every member of the school community that bullying is not acceptable.

Guidelines

We will continue to maintain an ethos in school which will minimise the chance of bullying occurring. We do this by:

- Promoting high standards of care and respect for each other fostered by staff and pupils;
- Encouraging children to report all incidents which have upset them;
- Investigating all incidents reported;
- Having close supervision of pupils and no place where children can play out of sight;
- The use of Buddies throughout the school e.g. older pupils acting as Play Leaders at playtime to make sure children are happy.

If an incident of bullying is observed or reported it will be fully investigated.

If a member of staff considers that a child may be bullying or being bullied they must report their concerns to the Head teacher and then the child/children will be closely observed until it is certain there is not a problem.

Any incidents of bullying will be recorded in the 'Allegations of Bullying Log' kept in the Head teacher's office. This will detail the incident and names of pupils involved in the incident and staff involved in the investigation.

Investigation Process

- The teacher will first speak to the 'victim' without the 'bully' present.
  - The teacher will listen to what the victim has to say and make a written record
  - The teacher will let the victim know that the school will support them
  - The teacher may need to seek further information (evidence of witnesses).

- The teacher will then speak to the 'bully' without the 'victim' present
  - The teacher will listen to the bully and make a written record
  - The teacher may need to seek further information (evidence of witnesses)

- The victim and bully will then meet together with the teacher
  - The victim, supported by teacher, will explain how the bullying behaviour has affected him/her.

- The school, using the Behaviour Policy, will judge if a punishment is needed
  - The 'bully's' response to the situation is one of the factors that should be taken into consideration
  - The teacher will also consider that the 'bully' may be a victim of bullying themselves and may also need support.

- A full record of all alleged bullying incidents will be kept in the pupil's file and in the 'Allegations of Bullying Log'.

- In cases of repeated incidents or one serious incident, the parents of the bully and victim will contacted by the school to meet with the Headteacher. This meeting will be recorded in writing.

- In the event of continued unacceptable behaviour we would follow the HCC recommended procedure for exclusion from school.

- All cases of bullying are reported by the Headteacher in the Head's Report at Full Governing Body meetings.

The school recognises that bullying may also occur between any of the following:

Parent/Child
Parent/Member of staff
Staff/Staff
Staff/Parent
Staff/Child

In such cases, cross reference should be made to the following policies/procedures:

- Child Protection
- Online Safety
- Whistle Blowing
- Complaints
- Equality Policy
- Allergy Policy