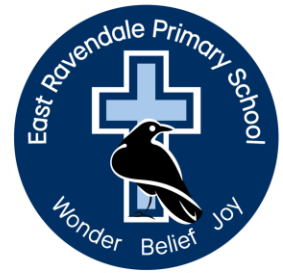


**East Ravendale Church of England Primary School**  
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**Headteacher:** Becky Farr



# East Ravendale Church Of England Primary School

## Anti-Bullying Policy

**“I can do all things through God who strengthens me.” Philippians 4:13**

At East Ravendale, we strive to develop independent, self-motivated and inquisitive learners of all ages. We celebrate our uniqueness and value all as God’s children. We aim to give all members of our community opportunities to succeed, now and in the future, knowing they are safe and valued.

Our vision is underpinned by our core values of wonder, belief and joy.

**Policy Owner** : East Ravendale Church of England Primary School

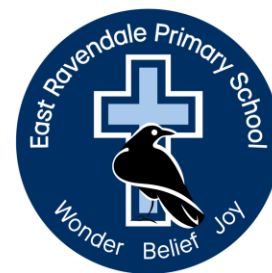
**Policy Date** : January 2026

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East Ravendale CE Primary School is committed to providing a supportive, caring and safe environment in which all children are free from their fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any kind is not tolerated in our school, whether carried out by a child or an adult. “Ravendale says NO to bullying!”  
(School Council and Kindness Heroes members – January 2024.)

Staff, children and parents or carers will be made aware of the school’s position on bullying. Anti-social behaviour is not acceptable in any form. The school has high expectations of behaviour, and we will challenge any behaviour that falls below this.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is reported or suspected, the incident will be dealt with immediately by the staff member informed and then discussed with the Headteacher. Clear accounts of any incidents will be recorded on CPOMs, staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

### **What is bullying?**

Our school vision guides all aspects of this policy: At East Ravendale, **we strive to develop independent, self-motivated and inquisitive learners, valuing all as God’s children.** Our core values of wonder, belief and joy shape how we prevent, respond to and educate about bullying. **'I can do all things through God who strengthens me' (Philippians).**

We recognise that many children and young people will experience conflict in their relationships with other children and as a school we are committed to developing children’s skills of empathy, problem solving and compassion so that they are able to manage their relationships in a peaceful way that does not harm others.

### **Our definition of bullying is:**

“Bullying is the intentional, repetitive and hurtful behaviour towards one person or a group of people by another person or a group. It causes hurt, harm and humiliation. It can happen face-to-face or online.”

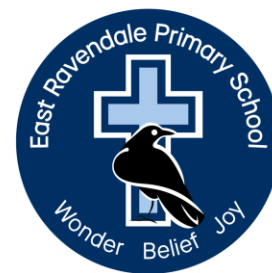
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### **Why is it important to respond to bullying?**

There is considerable evidence to show that bullying has both short and long term effects on children. Bullying impacts on pupils' wellbeing, attendance and can become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression. intentional repetitive hurtful Bullying is unacceptable. Ravendale says NO to bullying and will respond promptly and effectively to any reported incidents of bullying.

### **At East Ravendale CE Primary School we believe that:**

- Everybody has the right to be treated with respect
- Everybody has the right to feel happy and safe
- No-one deserves to be a target of any form of bullying
- All members of our school community deserve to be valued as God's children.

### **Types of bullying behaviour Bullying can take many forms:**

- **Emotional** – being unfriendly, excluding, tormenting, threatening behaviour
- **Verbal** – name-calling, spreading rumours, teasing, use of derogatory language
- **Physical** – pushing, kicking, hitting, punching or any use of physical violence
- **Online** – use of social media, messages and calls. Misuse of technology e.g. videos and photos
- **Extortion** – demanding money/goods with threats
- **Racist** – racist taunts, graffiti, gestures
- **Sexual** – unwanted physical contact, sexually abusive comments
- **Homophobic or Transphobic** – bullying because of sexuality or gender identity

It is important for staff, children and parents to be aware of the difference between bullying and common 'fallouts' which happen between individuals and groups of friends.

### **Preventing Bullying**

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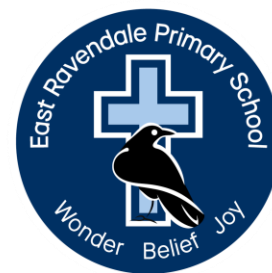
In this school we aim to educate our children to understand that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of the whole school community and where there are incidents of bullying we will work together to deal with the situation and learn from what has happened.

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### **We will do this by:**

- Involving the school community in the development of this policy (School Council and Kindness Heroes)
- Using collective worship, restorative circle time and annual spotlight weeks to educate children on bullying and to understand the differences between relational conflicts and bullying
- Building a positive ethos based on mutual respect and celebrating all types of difference within our school
- Creating a safe and happy environment where positive relationships between children and staff lead to children feeling confident and able to speak out when something is bothering them
- Ensuring that work in school develops empathy, social skills and emotional understanding e.g. Kindness Heroes, ELSA trained Pastoral Lead, PSHE curriculum, circle time
- Ensure that breaktimes and lunchtimes are adequately supervised and children have a range of activities available to encourage positive play
- Raise awareness of online bullying through regular e-safety lessons
- Provide assurances to children that any concerns have been listened to and action will be taken
- Work with both parties and find solutions. Identify the most effective way of preventing reoccurrence and any consequences
- Send clear messages that the bullying must stop

### **Reporting bullying**

Children in our school understand that they have a right to feel safe and happy in school and that they have a responsibility to support others to feel and be safe. Children are encouraged to talk to staff when they are unhappy and have concerns

### **Pupils are encouraged to report bullying to:**

A trusted adult

Their class teacher or TA

Kindness Heroes (pupil well-being group)

Ravensdale Representatives

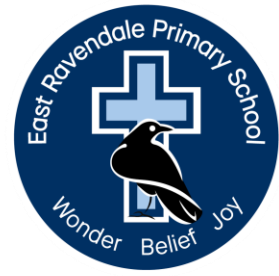
Each class has children who are part of the Kindness Heroes – a group of children who work closely with our Pastoral Lead and Compass Go (mental health support service). The Kindness Heroes are trained to talk and support children when they need it. They are in regular contact with the Pastoral Lead and can discuss concerns in weekly meetings, or sooner, if the child in question needs them to advocate for them.

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Parents are encouraged to report any concerns and bullying to their child's class teacher in the first instance.

When children report their own concerns, our staff are trained to listen and believe.

Children will be involved as far as possible in finding solutions.

### **Responding to Bullying**

Our school vision guides all aspects of this policy: **At East Ravendale, we strive to develop independent, self-motivated and inquisitive learners, valuing all as God's children. Our core values of wonder, belief and joy shape how we prevent, respond to and educate about bullying. 'I can do all things through God who strengthens me' (Philippians).**

- We monitor and review all behaviour incidents to determine any patterns or trends that may require further action.
- We give children regular opportunities to feedback on how safe and happy they feel at school.
- All staff are required to record any incidents through the CPOMS system and to keep these records up to date and factual

### **Procedures for Parents**

- If you have any concerns about your child speak to your child's class teacher immediately. If there are bullying concerns the Headteacher will be informed and the school will monitor the situation carefully
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak to the Headteacher directly
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the child.
- The school will deal with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking throughout the process.

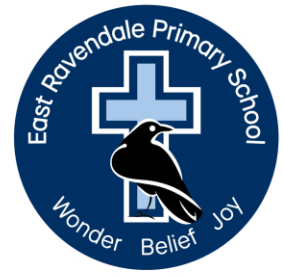
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If parents feel that their concern has not been dealt with properly, they should follow the school complaints procedure.

All members of the school community, including pupils, staff, parents and governors, are expected to always treat everyone with dignity and respect. This includes both face-to-face contact and online.

Remember:

“Ravendale says NO to bullying!”

(School Council and Kindness Heroes members – January 2024.)