

Redhill Primary School Anti- Bullying Policy.



At Redhill School, in line with Government guidelines, bullying is defined as behaviour that:

- **is repeated;**
- **is intended to hurt someone either physically or emotionally;**
- **can be aimed at certain groups, e.g. because of race, religion or gender**

It takes many forms including:

- **teasing;**
- **making threats;**
- **name calling;**
- **physical assault;**
- **cyberbullying - bullying via mobile phone or online (e.g. text messages, email or social networks)**

Our overall aims at Redhill School are:

- To ensure that all our pupils come to school feeling safe and happy in an environment where they feel free from harassment and bullying.”
- To create an ethos in which bullying/harassment are considered to be unacceptable by all pupils and members of the school community.
- To identify and deal effectively with incidents of bullying/ harassment in school at all times by ensuring clear policies in place to deal with bullying and poor behaviour which are clear to parents, pupils and staff so that, when incidents do occur, they are dealt with quickly.
- To apply disciplinary measures to pupils who bully in order to show clearly that their behaviour is wrong. Disciplinary measures are applied fairly, consistently, and reasonably taking account of any special educational needs, disabilities and vulnerabilities that the pupils may have. Where this is the case the child engaging in bullying behaviour may need support themselves.
- In rare cases, when necessary, involve the Police if the bullying behaviour warrants their intervention. These instances would include violence or assault, theft, repeated harassment or intimidation, e.g. name calling, threats and abusive phone calls, emails or text messages and hate crimes.

At Redhill, we understand that pupils learn best in a safe and calm environment that is free from disruption. We are lucky that bullying is rare -and this is because we have created an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. Values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment – in the playground, corridors, classrooms, and beyond the school gates.

The knowledge and values that children are taught in lessons, particularly through PATHS lessons are reinforced by staff and by older pupils setting an excellent example to others.

At Redhill School we recognise the need not only to respond to and manage incidents of bullying effectively, but to actively seek to prevent the occurrence of all types of bullying. We do this by:

- **involving parents** to ensure that they are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied. Parents feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child, and they reinforce the value of good behaviour at home;
- **involving pupils.** All pupils understand the schools' approach and are clear about the part they can play to prevent bullying; they are taught that it is not acceptable to be a bystander and that everyone has a responsibility to report incidents of bullying;
- **making it easy for pupils to report bullying** so that they are assured that they will be listened to and incidents acted on. We want pupils to feel they can report bullying including incidents which may have occurred outside school including cyberbullying. We teach children that it is not acceptable to be a bystander and that everyone else has a responsibility to report incidents of bullying;
- **creating an inclusive environment.** We ensure a safe environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination;
- **celebrating success.** We promote a positive learning environment and celebrating success is an important way of creating a positive school ethos;
- **regularly evaluating** and updating our approach to take account of developments in technology, for instance updating 'acceptable use' policies for computers. We also ensure that parents are made aware of the importance of monitoring children's internet use at home.
- **implementing disciplinary sanctions.** At Redhill, the consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable;
- **openly discussing differences between people that could motivate bullying**, such as religion, ethnicity, disability, gender or sexuality. We actively teach children that using any prejudice based language is unacceptable;
- **providing effective staff training.** We ensure that all school staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support.
- **working with the wider community** if this ever proves necessary, **such** as the police and children's services where bullying is particularly serious or persistent and where a criminal offence may have been committed. We are open to working with other agencies and the wider community to tackle bullying that may happen outside school

Reporting bullying:

We will ensure that all pupils feel able to report incidents of bullying by:

- Maintaining a high level of awareness of issues through assemblies; PSHE/Citizenship including PATHs lessons; School Council and mediators, and learning mentors and other pastoral support.
- Providing systems, which make it easy for pupils to report incidents.
- Ensuring pupils have excellent relationships with staff where they feel they can speak in confidence about issues which concern them.
- Ensuring that all children and staff receive regular e-safety training and support.

As outlined in the Behaviour / Inclusions policy, severe and persistent bullying must be reported to the Head or Deputy Head teacher.

Reported incidents:

Staff should always:

1. Listen, take the incident seriously, and reassure the child that the incident will be dealt with as soon as possible.
2. Gather evidence. Accept what the child says. If there are more children involved, talk to them on an individual basis.
3. Assess information and decide on an appropriate course of action. This may involve informing the Police.
4. Inform Head teacher / Deputy Head teacher and parents. Record incident in relevant section of the Behaviour File. This may include adding the information to 'My Concern' – the school's online safeguarding tool where all safeguarding concerns can be recorded.
5. The victim to be informed that the matter has been dealt with and the action which has been taken.
6. Follow up / support for victim to be provided if necessary.
7. In addition to addressing bullying in accordance with existing sanctions, we will try to provide help towards modifying bullying behaviour (Learning Mentor support, social skills groups, circle time activities etc.)

Equal Opportunities.

This policy will be applied equitably to all pupils irrespective of ethnicity / gender / religion or special educational needs.

March 2017