



# Anti-bullying policy

Redwell Primary School

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**“The repetitive, intentional hurting of one person by another(s), where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace”.**

The Redwell Primary school has adopted this definition from the Anti-bullying Alliance Jan 2011.

### **Aim**

The aim of the Redwell Primary School is to ensure that all pupils learn in a supportive, safe, caring and secure environment where all can learn without anxiety and without fear of being bullied. We encourage children to value and respect one another.

### **Equal Opportunities**

Redwell Primary school is committed to equal opportunities where everyone:

- ◆ is respected and respects others
- ◆ takes part in the life of the school
- ◆ achieves to their potential
- ◆ develops skills essential to life
- ◆ exercises choice

We share the belief that no-one should receive less favourable treatment on the grounds of:

race, gender, disability, sexuality, age, income, religion, colour, ethnic or national, origin, marital status, nationality. For further information please refer to the Equality Policy.

### **Rationale**

Bullying hurts. No one, be it adult or child, deserves to be a victim of bullying. People who are bullying have to learn more appropriate ways of behaving. In our school, everybody has the right to be treated with respect and, therefore, we as a school have a responsibility to respond promptly to issues of bullying. By having an anti-bullying policy in place that everyone adheres to, we can fulfil our mission, vision and strategic aims.

Bullying is a behaviour that involves systematic abuse of power. Bullying in schools is not confined to children; adults (staff and parents) may also display bullying behaviour towards each other and children. When pupils with the same power, numbers and strength fight or argue, this is not bullying. Bullying can sometimes be unwitting, but the effect is the same.

## **Signs and Symptoms**

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person:

- is frightened of walking to and from school or changes route
- begs to be driven to school
- is unwilling to go to school
- is late to school
- has erratic attendance
- shows signs of withdrawal, anxiety or lacking in confidence
- becomes aggressive, abusive, disruptive or unreasonable
- starts stammering
- threatens or attempts self harm or suicide
- threatens or attempts to run away
- cries themselves to sleep or has nightmares
- feels ill in the morning
- shows deterioration of work
- has unexplained bruises, cuts and scratches
- has a desire to remain with adults
- has continual 'loss' of money or equipment
- refuses to discuss problems
- is reluctant to take part in PE
- has a change in eating habits
- is afraid to use the Internet or mobile phone

This list is not exhaustive and the above may also infer other issues.

## **Procedures**

The member of staff who has been approached will take the complaint seriously and deal with the complaint promptly, following the school systems and procedures by:

1. making a clear record of the account of the incident and referring this to a member of the Senior Leadership team (SLT) promptly
2. a member of the SLT will follow up the report by interviewing all concerned and will record the incident, stating action taken, on the Behaviour Reporting Form which will be copied for the parents and the pupil's file
3. all members of staff (teaching and relevant non-teaching) will be kept informed; appropriate and agreed action will be taken if required
4. all parents concerned will be informed of the incident
5. the perpetrator will be offered support to change their behaviour using a range of strategies; support will be offered to the victim
6. if required the exclusion process will be followed
7. in the case of a serious incident, the Police will be consulted
8. the school will record all behavioural incidents on the SIMs system and follow the Local Authority guidelines for reporting
9. in the case of bullying behaviour towards another adult, a member of the Governing Body will be informed and possibly Northamptonshire County Council (NCC) Human Resources Department
10. advice will be sought as to the best way to rectify bullying between adult parties

11. any abuse using text, images etc on a mobile phone will result in the phone being confiscated
12. should the schools become aware of social network sites being misused (cyber-bullying, defamatory comments etc), legal action will be taken

### **Outcomes**

The victim(s) will be supported by:

1. being offered an immediate opportunity to discuss the experience with a member of staff of their choice
2. receiving reassurance that the pupils involved are being dealt with
3. being offered support to develop non-violent ways of standing up to bullying behaviour
4. working on improving self-esteem and confidence
5. after an incident has been investigated and dealt with, the situation will be monitored for an agreed period and followed up by a member of the SLT

The perpetrator(s) will be helped by:

1. discussing what happened with a member of staff of their choice and a member of the SLT
2. being made to understand why their behaviour was unacceptable, their actions were wrong and the impact their actions have had
3. revising guidelines on acceptable behaviour
4. having their parents or guardians involved to discuss which sanctions will be applied, depending on the severity of the case
5. be expected to make a genuine apology to the victim(s)
6. action taken by the school will vary depending on the type of bullying
7. wherever possible the parties will be reconciled
8. after an incident has been investigated and dealt with, the situation will be monitored for an agreed period and followed up by a member of the SLT

### **Prevention**

Redwell Primary School is recognised as values led, caring schools with a positive ethos. Pupils are encouraged to look after themselves and each other. To prevent incidents of bullying we:

- ask that all children and their parents sign and agree our Home School Agreement before they become part of our schools
- regularly discuss and explain the Home School Agreement, behaviour code, and Values in assembly, circle time, RE and PSHE lessons
- address bullying related issues such as co-operation, equal opportunities, raising self image, self- protection and controlling emotions, dealing with bullies and reporting bullying incidents
- involve the children in anti-bullying discussions and ensure they all have adults they feel they can talk to if there are ever any issues
- devise sets of classroom rules to promote positive social behaviour
- supervise pupils at all times; members of staff are on duty each break time; train children as playground leaders whose role is to help co-ordinate playground games; lunchtime supervisors are pro-active
- provide opportunities throughout the school year for raising awareness of bullying the Anti-Bullying Week (ABW) events in November of each year

- have named person(s) responsible for Child Protection and make the children aware of these person(s), regularly train staff in anti-bullying issues
- set a good example
- ensure all staff know their roles and the school policy and know how to deal with any reported incidents

### **Training**

Staff and Governors have received anti-bullying training and will continue to receive annual updates. Information will also be shared with parents through workshops and signposting (see appendix 4).

### **Monitoring, evaluation and review**

Redwell Primary School reviews the anti-bullying policy annually. Incidents are monitored termly to identify trends; these are reported and discussed with the Governing Body. The implementation and effectiveness will be reviewed through evaluating pupil and staff discussions and questionnaires. The effectiveness will be discussed in staff, Governor and Parent Consultative meetings and at the School Council.

### **Complaints Procedures**

Please refer to the schools complaints procedures policy.

## **APPENDIX 1**

### **Definitions of Bullying and Hate Incidents**

- gender – sexist attitudes or sexually inappropriate behaviours intended to demean or humiliate an individual because of their sex
- sexual orientation – motivated by prejudice against persons who are, or are perceived to be lesbian, gay or bisexual
- disability – bullying of persons who have a physical or mental impairment
- learning disability/difficulty – bullying of persons who have an impairment which affects the way they learn, understand, socialise and communicate
- religious – this type of bullying and harassment can affect persons of any faith, religion or belief, whether real or perceived or because of their parent's faith or religion, real or perceived; e.g. verbal abuse, physical assault, offensive comments, being prohibited from religious observance, sexual abuse or assault, theft or extortion, damage to religious clothing, jewellery or symbols, graffiti with offensive content against certain faiths, wearing of provocative insignia or slogan, damage to religious text, play in the playground which depicts religions negatively
- racial - racial taunts, graffiti, gestures
- appearance – seizing on some aspect of the victim's appearance or personality, clothing, attire, weight, height etc
- home circumstance – location of home (urban/rural), economic, single parent, family member in custody etc

## **APPENDIX 2**

### **Forms of Bullying**

- physical - punching, kicking, hitting, slapping, biting, any use of violence, damage to belongings, inappropriate touching, demanding money

- isolation - ignoring, omitting from an activity, starting/perpetuating (spreading) rumours
- damage to personal property – stealing, damaging belongings
- graffiti – targeted graffiti to an area or relating to individuals or groups of individuals
- violence/threat of violence – exploitation, blackmail, gang culture, fear of threat, using weapons
- cyber – use of ICT, particularly mobile phones and the internet deliberately to upset someone else
- propaganda – disseminating inappropriate materials
- verbal
- psychological
- other – any incidents not listed above – this list is not exhaustive

### **APPENDIX 3**

#### **Responsibilities**

*Governors* are responsible for monitoring incidents of bullying that occur and reviewing the effectiveness of this policy, ensuring that staff are accountable to them for reporting and dealing with bullying issues. Governors will respond within ten days to any request for an investigation into an incident of bullying, from parents, pupils or staff. In all cases, the Governing Body will notify the Headteacher and ask for an investigation into the case and report back to a representative of the Governing Body.

*The Headteacher* is responsible for the implementation of this policy and for ensuring that procedures outlined are followed. They will ensure that all children know that bullying is wrong, and that it is unacceptable at Redwell. They will ensure that all staff receive sufficient training to be equipped to deal with incidents of bullying. They will set the school climate of mutual support and praise for success, so making bullying less likely.

*Staff* are responsible for the well being of pupils in their care and for following up incidents of bullying as outlined in this policy. Staff are responsible for updating information held on SIMs as a record of any incidents. Staff will attempt to support all children in their care, establishing 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.

*Children and parents* are responsible for reporting incidents of bullying to staff immediately. We are telling schools. Children should not feel in fear of recrimination should they tell. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child(ren) to be positive members of The Redwell Schools. We ask that parents help their children to understand the difference between a petty argument and bullying. Parents are encouraged to discuss any concerns. We inform parents of our values through:

- Home School Agreement
- newsletters
- weekly celebration assemblies
- school website

## **APPENDIX 4**

### **Support Agencies**

**Anti-Bullying Alliance** – the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to the recommended organisations who can help with bullying issues.

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

**Teachernet** – [www.teachernet.gov.uk](http://www.teachernet.gov.uk)

**Kidscape** – [www.kidscape.org.uk](http://www.kidscape.org.uk) 02077303300

**NSPCC** – [www.NSPCC.org.uk](http://www.NSPCC.org.uk)

**Childline** - 0800011111

**Bullying on line** - [www.bullying.co.uk](http://www.bullying.co.uk)

**Parentline Plus** – [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk) 08088002222

**Parents Against Bullying** – 01928 576152

**Each Action** – established to challenge homophobia in education – [www.eachaction.org.uk](http://www.eachaction.org.uk)

**Cyberbullying.org** – [www.cyberbullying.org](http://www.cyberbullying.org)

**Chatdanger** - a website that informs about the potential dangers online (including bullying) and advice on how to stay safe while chatting [www.chatdanger.com](http://www.chatdanger.com)

**Think U Know** – the Child Exploitation and Online Protection Centre (CEOP) [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

**Know IT All for Parents** – a range of resources [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)

**Northants County Council Anti-bullying advice for parents** -

<http://www.northamptonshire.gov.uk/en/councilservices/EducationandLearning/Parents/anti-bullying/Pages/Anti-bullyingAdviceforParents.aspx>

## **APPENDIX 5**

### **Policies linked to Anti-bullying**

Complaints procedure policy

Harassment policy

Child Protection policy

PSHCE policy

Grievance policy

Acceptable use policy

Equality policy

Allegations against staff policy

SEN policy

Home-School agreement