


# Redfield Edge Primary School



## ANTI-BULLYING POLICY AND PROCEDURES

<b>Date reviewed</b>	March 2022	<b>Next review</b>	March 2025
<b>Policy type</b>	non-statutory	<b>Review frequency</b>	Every 3 years
<b>Responsibility</b>	Full Governing Body		
<b>Signed (Chair of Governors)</b>	<b>Name (Chair of Governors)</b> David Taylor	<b>Signed (Headteacher)</b> 	<b>Name (Headteacher)</b> Lisa Robinson

## Policy

It is the policy of Redfield Edge Primary School not to accept any form of bullying within the school environment.

## Definition

**Bullying is considered to be:**

- Deliberately hurtful (including aggression)
- Repeated, often over a period of time
- Difficult for victims to defend themselves against (physically and emotionally)

**Forms of bullying may include:**

<b>Physical</b>	Any form of violence or threat, hitting, kicking or taking belongings
<b>Verbal</b>	Name calling, sarcasm, spreading rumours, persistent teasing, making offensive remarks, insulting.
<b>Emotional</b>	Excluding, tormenting, ridicule, humiliation, spreading rumours, ignoring, taunts, gestures
<b>Equality Incident</b>	An Equality Incident is a form of bullying, but not all bullying is an Equality Incident. An Equality Incident is one where a person (or group) engages in an action, which discriminates against or serves to harass a person (or group) who <b>has</b> a protected characteristic or is <b>perceived</b> to have that characteristic. This could include comments or actions relating to disability (including mental health and physical impairment and learning disability); gender reassignment (transgender status); pregnancy and maternity; race; religion or belief; sex; and sexual orientation (including homophobic and biphobic comments and actions).
<b>Sexual</b>	Unwanted physical contact, abusive comments
<b>Cyber</b>	By text / video messaging, chatrooms, instant messaging, email and internet. This is becoming an increasing problem with the following main differences to other types of bullying: Can take place at any time (day or night), invades the home and personal space The audience can be very large and reached rapidly Cyber bully make attempt to remain anonymous Cyber bullying incidents can be used as evidence See Cyberbullying – A whole school community issue (DCSF / Childnet International)

## Aims and objectives

- Bullying is wrong and significantly effects the individuals concerned (bully and victim) and the school environment. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.

- We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.
- Parents / Carers will be kept informed when appropriate.

#### **Measures to prevent bullying may include:**

- The sharing of relevant information with PIPs (lunchtime supervisors)/staff who will cover any children who needs special care in the playground
- Exclusion of mobile phones in school time. Year 6 pupils are allowed mobile phones on site but are kept in a locked safe in school time.
- Confidential worry boxes or worry monsters are made available so that children can put notes in signed or unsigned
- When the word bullying is used by any party involved, a record is made on CPOMS (under the heading 'bullying') and SLT are alerted straight away and a plan of action is discussed with parents.
- Head teacher / SLT monitors CPOMS to make sure consistent mention of bullying is checked and acted upon.
- Jigsaw Scheme of work is used to teach and develop children's knowledge around healthy relationships and bullying.

#### **The role of governors**

- The governing body supports all attempts to eliminate bullying from our school. The governing body does not allow bullying to take place in our school, and any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require accurate records of all incidents of bullying to be kept and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

#### **The role of the Headteacher**

- It is the responsibility of the Head teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Head teacher ensures everyone knows that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention to this fact at suitable moments. For example, if an incident occurs, the Head teacher may decide to use an assembly as a forum in which to discuss with the children why this behaviour was wrong.
- The Head teacher ensures that all staff are sufficiently aware to be equipped to deal with all incidents of bullying.
- The Head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

- The Head teacher monitors CPOMs and the actions supported by staff to deal with any suspected cases of bullying.
- The Head teacher reports on cases of bullying that occur in the school and share the procedures followed and outcomes for pupils.
- The Head teacher reports any Equality Incidents to the Local Authority using the SEIR form.

### **The role of teachers**

- Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep a record of incidents that happen in their class via CPOMs.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied, and the bully.
- Records of bullying are kept including incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should inform school.
- All incidents are recorded on CPOMS with all relevant adults linked to the child informed (tagged).
- The Head teacher and SLT should be tagged in any bullying concern on CPOMS.
- If teachers become aware of any bullying taking place between members of a class, they deal with the issue immediately. Time is spent talking to the child who has been bullied and the bully: they explain why the action of the child was wrong, and they endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, they inform the Headteacher and relevant parties are also informed (through CPOMS). The child's parents are then invited into the school to discuss the situation (also recorded on CPOMS). In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services.
- Teachers attempt to support all children in their class and to establish 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.
- Family Link worker should be informed of any bullying concerns. Where appropriate, the Family Link worker will support and counsel.

### **The role of parents**

- Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

### **Monitoring and review**

This policy is monitored and implemented on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's records, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.