Red Row First School

ANTI-BULLYING POLICY

Date Written: February 2015 (Reviewed June 2018)
By: Susan Guy
Responsible Governor: Resource & Business Committee
Adopted by Governors: June 2018
Date for Review: June 2019

Introduction

Red Row First School has a commitment to the Every Child Matters agenda where pupils' safety, health, economic well-being, enjoyment, excellence and participation in the community is promoted as an effective anti bullying culture.
The school has a clear Behaviour Policy, which helps to both reduce incidences of bullying and also identify clear strategies for disciplining children who are responsible for bullying. The Behaviour Policy should therefore be used in conjunction with this policy when addressing any issue relating to bullying.

Bullying is 'the persistent and often premeditated action taken by one or more children, with the deliberate intention of either physically or emotionally hurting another child.'

- It is deliberately hurtful behaviour.
- It is repeated, often over a period of time.
- It is difficult for those being bullied to defend themselves.

Types of bullying

Bullying can take many different forms. Physical hitting, kicking, taking belongings, threatening looks, name calling, insulting comments, spreading stories, excluding someone from a social group and cyber bullying are all types of bullying.

Aims and objectives

Throughout school life children may encounter bullying either as a perpetrator or as a victim. No child or adult should be threatened by the words or actions of others. We shall ensure that our school is a place where children are equally valued or listened to and can expect their problems to be dealt with in a fair way. All incidents will be treated with sensitivity, taking account of the personal circumstances of the people involved.

Bullying is wrong and damages individual children. We therefore do all that we can to prevent it.
This is primarily achieved through the development of a school ethos in which bullying is regarded as totally unacceptable. As a school we aim to produce a safe and secure environment where all pupils can learn without anxiety.

This policy aims to produce a consistent attitude and response towards bullying from all members of the school community. 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 whole

issues of bullying. We promote a culture where all adults and children are valued and treated with respect.
There will be zero tolerance to all language relating to homophobic, religious, special needs, disability or racial bullying.
Check, Ask, Tell will be embedded throughout the school in lessons and assemblies.

We aim to:

- ensure that everyone in school knows what is meant by bullying.
- create a supportive, learning environment where action is taken and followed through.
- have set procedures and processes for both the victim and the perpetrator
- provide training and support for staff and children.
- constantly work towards improving the general behaviour of the school.
- ensure that staff are aware that the anti-bullying support extends to everyone in school, not just the children.

ANTI BULLYING STRATEGY

When a child reports an incident of bullying the following steps must be taken:

- Informed adult to have an initial discussion with the child to ascertain the nature of the incident
- Report the bullying incident to a member of the anti-bullying team and record it in a log.
- Clear sanctions will operate; children who are regularly aggressive will be separated from their peers [e.g. kept in at play times, sent to the head teacher].
- Victims will be comforted and given strategies to deal with the problem.
- Parents of the child/children involved are informed and invited in to school to discuss the matter
- Perpetrators may receive support as part of Thrive work in school.
- Vulnerable pupils will especially be protected by having a named person for contact.
- The head teacher will be informed of any parental complaint so that it can be thoroughly investigated.
- The head teacher will make referrals to support agencies where necessary.
- After proper consideration a child may be excluded for continued bad behaviour.

The role of Governors

The Governing body supports the Head teacher in the employment of anti bullying strategies. This policy statement makes it very clear that the governing body does not condone any form of bullying in the community of our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governors require the head teacher to keep accurate records of any incidents of bullying, particularly those that are racially motivated, together with the action taken.
The head teacher retains responsibility for reviewing the effectiveness of anti bullying strategies and together with the Governors, reviews this policy on an annual basis.

Where a parent is unhappy with the action taken by the head teacher in response to a bullying incident, they have the right to make a formal complaint to the governing body. The Governing body should respond to any formal complaint within ten days and must notify the head teacher of

the need to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the Head teacher

It is the responsibility of the head teacher to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying.

The head teacher has the primary responsibility for ensuring that children know that bullying is wrong, and that it will not be tolerated in school. This is undertaken in a variety of ways, including through whole school assemblies, RE / PSHCE lessons and when dealing with specific incidences of inappropriate behaviour.

The head teacher has specific responsibility for developing a school climate of mutual support and praise, thus 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.

Informal communications between staff and with parents are undertaken immediately a bullying issues arises. Where appropriate this is shared with other members of staff at Wednesday staff meetings and ways of addressing individual problems are discussed.

The role of staff members

We have a collective responsibility for discouraging and responding to any incidences of bullying.

If a member of staff witnesses an act of bullying, they support the children involved following discipline and behaviour procedures and involve Thrive and a Senior Member of staff to provide support or appropriate sanctions. This is mainly achieved through 1:1 work.
Staff must follow the agreed Behaviour Policy when disciplining children for bullying.
Teachers 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 bullying from occurring.
Staff create an ethos where everyone is valued within school. We actively promote the school rules at all times. We recognise success in both academic work and behaviour.
We encourage our older children to share responsibility for making our school a happy environment through the Buddy system.
The Behaviour Policy will be on display and frequently referred to. Supervision in and around school will be focussed on preventing situations for trouble occurring. The strategies in place will prevent bullying in all areas of school.
A time will be allocated in staff meetings and briefings to share concerns about particular children.
An anti-bullying working group of staff and governors will be established to review policy, practice and procedure at least once a year.

The role of pupils

Children should learn that bullying is wrong and damages individual and that it will not be tolerated in school. They should know that they have a role and responsibility to help make this a reality.

They should understand that the school has a zero tolerance to all language relating to homophobic, religious, special needs, disability or racial bullying. They should know what to do if they witness bullying of any sort in school.

The role of parents

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 community.
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.

Monitoring and review:

The effectiveness of our anti-bullying strategies are monitored by the head teacher. Parents, governors and children will be involved in the review of this policy on an annual basis using questionnaires. Parents and carers will receive regular information updates regarding the impact and success of initiatives.
School will ensure that all consultations are inclusive throughout the school community.

Appendix 1

Bullying – A Charter for Action

Name of School _____

Name of Local Authority _____

We are working with staff, pupils and parents to create a school community where bullying is not tolerated.

Our school community

- ✔ Discusses, monitors and reviews our anti-bullying policy on a regular basis. Good practice suggests the policy should be reviewed on average every two years.
- ✔ Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- ✔ Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- ✔ Reports back quickly to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- ✔ Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LA and relevant organisations when appropriate.

_____ Chair of Governors

_____ Headteacher

_____ Representative of pupils

_____ Date

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department for children, schools and families ADCS PAT UNISON PGR