

## REDLAND PRIMARY SCHOOL ANTI BULLYING POLICY

What is bullying?

An individual act should never be seen as a child being a “bully”. We consider at Redland School bullying to be a series of incidents which cause distress of a physical or emotional nature. Bullying is pre-meditated and hurtful behaviour, repeated over a period of time, carried out by one or a number of individuals. Those being bullied are often unable to defend themselves, which then further encourages the bullies into further acts of inappropriate behaviour.

Our aim is to create an environment where bullying does not exist. Children are made aware of the full meaning of bullying through assemblies, circle time, School Council and other discussions and input from outside agencies. We constantly try to achieve this by: creating a positive environment where pupils feel any instances of unacceptable behaviour – including bullying – can be reported and discussed with an adult and the issue is resolved. Confidentiality is respected.

When such incidents have been highlighted, they are looked upon as serious and dealt with in a sensitive manner – particularly – from the “victims” perspective. Quite clearly bullying will not be tolerated in our school. All bullying is treated as serious, however teachers have the backing of the Headteacher and Governing Body to use their professional judgement as to whether the incident requires to be formally reported to the parents or a senior member of staff. If the incident is deemed as bullying the Headteacher will be automatically informed.

Procedures:

Upon an incident of bullying being reported:

- Talk to the child concerned to ascertain the full truthful facts
- Talk to other children who may have witnessed the incident and could be involved
- The accused child or children are then given an opportunity to discuss the incident
- Whilst isolated incidents will be dealt with by the teacher, TA's, MDSA who is on duty during the break times, the incident will be reported to the child's class teacher (this is done to ensure the incident is not part of an ongoing behavioural or bullying issues). All incidents of bullying will be reported in a log which is kept in the Administration Office.

At this stage, the teacher will decide upon the seriousness of the incident and which course of action to follow. If the evidence supports that bullying has occurred, the teacher will ensure the child who has been bullied is reassured immediately and recognises that the incident has been dealt with. The child who has been carrying out the bullying is asked to apologise and to give either an explanation or reassurance to both the child involved and the member of staff that this behaviour will not occur again. Those involved will be monitored over the following weeks to ensure the matter is resolved.

When serious bullying is identified the class teacher will inform the Headteacher or Deputy Headteacher.

- Further investigations will take place in school
- Such reported incidents will be recorded and dated in the teacher's record book. These entries will be discussed with the Headteacher and Deputy Headteacher and if deemed appropriate, the parents of all the children involved will be asked to come into school to talk about the incidents
- The child who has been bullied, once reassured, is informed of the sanctions taken.

If incidents of a serious nature persist, the parents of the bullied child will be invited to school to discuss future action. The parents of the child who has been carrying out the bullying will be asked to meet with the Headteacher to discuss the problem and devise action points for behaviour, intervention and improvement. It is at this stage outside agencies may become involved to investigate whether there are any behavioural problems.

This policy should be used alongside the Behavioural Policy and Home/School Agreement