



REDLAND SCHOOL ANTI-BULLYING POLICY

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Redland School Anti-Bullying Policy



Rationale

Bullying is wrong. Bullying is damaging. At Redland School, we aim to prevent bullying by developing an ethos where it is regarded as unacceptable. This policy aims to outline the key issues related to bullying in school, and what Redland School will do to prevent and address all forms of bullying which occur. We may also need to address incidents which occur out of school.

What is Bullying?

Bullying can be defined as deliberately hurtful behaviour, which is persistent or repeated over a period of time. Bullying can happen to anyone.

Examples of bullying:

- Verbal – name-calling, sarcasm, spreading rumours, teasing
- Physical bullying- pushing, kicking, hitting, punching or any use of violence
- Emotional bullying -being unfriendly, excluding, tormenting
- Sexual bullying- unwanted physical contact or sexually abusive comment
- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
 - o Bullying related to race, religion, faith and belief and for those without faith
 - o Bullying related to ethnicity, nationality or culture
 - o Bullying related to Special Educational Needs or Disability (SEND)
 - o Bullying related to sexual orientation (homophobic/biphobic bullying)
 - o Gender based bullying, including transphobic bullying

Role and responsibilities

The Headteacher ensures that the anti-bullying strategy is implemented in school. There is a clear message from the Headteacher in school that bullying is wrong. At certain times over the year, this is highlighted through assemblies and through Anti-Bullying week events. We also support The Big Anti-Bullying Assembly, each year. The Headteacher is responsible for setting a school climate which is supportive and encouraging of kind, responsible behaviour. Children are rewarded for demonstrating this.

Our school rules encourage positive behaviour:

Be Kind Be Respectful Be Responsible.

It is important for teachers to raise awareness of the nature of bullying, and teach children how to respond if they are involved in or witness an incident of bullying. Children need to know how to identify bullying and how this differs from falling out or disagreements with friends. Further awareness is raised through assemblies, PSHE lessons and other curriculum areas.

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All staff members should be involved in promoting positive behaviour, collaboration and cooperation; therefore discouraging bullying.

Partnership with parents

The school recognises the important role parents play in promoting anti-bullying. Parents have a responsibility to support the school's anti-bullying stance, and actively encourage their child to follow the school rules. If parents are concerned that their child might be being bullied, they should contact the class teacher in the first instance.

Year 5/6 Friendship Ambassadors*

We aim to give our older children an opportunity to become a Friendship Ambassador. This role involves being able to demonstrate our three school rules, and being a good role model to others. Friendship Ambassadors may lead some playtime games for other children. They may also lead some key stage and whole school assemblies linked to their role.

We will support victims of bullying by:

- Providing time to discuss the experience with their class teacher or other staff member
- Offering them reassurance and ongoing support to help restore self-esteem and confidence.
- Use good role models in the class for support and friendship, particularly at playtimes and lunchtimes.

We will work with the perpetrator of bullying through:

- Discussing events and their behaviour with the class teacher and SLT
- Discovering why the child became involved
- Establishing the wrongdoing and the need to change the behaviour
- Informing parents/carers to help the child change their behaviour

The role of outside agencies

If the problem persists, we may refer to outside agencies, for example, Behaviour Support.

Monitoring and evaluation

Class teachers monitor any incidents of bullying within their own class, and use CPOMs to record these. The SLT has an overview of school groups, and can monitor incidents logged on CPOMs.

***Covid-19 has limited this role.**