



# Red Hill Field Primary School Anti-Bullying Policy



**Safe  
and happy**



**Eager  
to learn**



**Resilient**



**Safe  
and happy**



**Challenge  
seeker**



**Caring  
for others**

The key message of this policy is that bullying will not be tolerated at Red Hill Field Primary School and action will be taken to deal with the perpetrator and support any pupil who has been affected.

Every individual has the right to expect courtesy, consideration and care from others. Equally, each individual has a responsibility to treat others in the same way and to contribute where possible to their happiness. Bullying, however it is defined, has no place at Red Hill Field Primary School.

### **Statement of Principles**

1. Pupils should be educated in a school environment which promotes high standards of teaching and learning.
2. In order to achieve a good working environment, our school expects high standards of behaviour throughout the school day.
3. When pupils have problems they should feel confident to tell an adult and know that action will be taken.

### **What is Bullying?**

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can range from ostracising, name-calling, teasing, threats and extortion, through to physical intimidation, assault on persons and/or their property. It can be an unresolved single frightening incident that casts a shadow over a child's life, or a series of such incidents.'

Staff, parents and children at Red Hill Field Primary School work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

### **Bullying is not:**

It is important to understand that bullying is not isolated falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns and childish pranks. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Our vision at Red Hill Field Primary School is to have high standards of teaching and learning which challenge our pupils to achieve. Our anti-bullying policy supports this ideal by:

- Promoting respect and tolerance for each other and the school
- Helping pupils towards an understanding of what is right and wrong
- Supporting everyone in forming good relationships with adults and peers.

We believe in tackling incidents of bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear. This involves including and engaging with everyone's perception of bullying.

### **Bullying can be:**

- Emotional - e.g. being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), being bossed, hurting people's feelings, being nasty, unfriendly, mean, blackmailing.
- Physical - e.g. pushing, kicking, hitting, punching or any use of violence, pushing people around.
- Racist - e.g. racial taunts, graffiti, gestures.
- Sexual - e.g. unwanted physical contact or sexually abusive comments.
- SEN- e.g. negative emphasis of the special needs of an individual.
- Homophobic - e.g. associated with or focused on the issue of sexuality.
- Verbal - e.g. name-calling, sarcasm, spreading rumours, teasing, being cheeky.
- E-mail or text bullying.
- Bullying through a 3rd party.

Other concerns, that might not necessarily easily fit into these headings, will nevertheless be taken seriously e.g. being picked on, taking advantage of another person.

Red Hill Field Primary School is aware that it is a possibility that the bully may be an adult and will follow the local Safeguarding/Child Protection procedures where this is the case.

### **Aims and Objectives**

The whole purpose of this policy must be to provide help for both the victims of bullying and also for those who are carrying it out. Whilst it may be necessary to impose the sanctions described later in this document to help resolve matters it must always be held in mind that our key aim in all strategies is not that of punishment but of help. It is our intention to ensure that bullying should stop and especially that the perpetrator should understand the hurtful nature of their actions and not repeat similar bullying behaviour in the future.

The aim of our anti-bullying policy is to:

Clarify for students and staff what bullying is and that it is always unacceptable. Explain to staff, students and school community why bullying and harassment occur and their impact on individuals and the school as a whole. Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.

The school uses the **STOP** acronym in regards to friendship and bullying, meaning **Several Times On Purpose** and **Start Telling Other People**. All children are taught about how to be friends and what to do if they are bullied through Personal Development Lessons. Children are encouraged to talk about issues with teachers and their parents. Incidents classed as bullying are recorded in school.

School also intends:

- to involve the School Council in any planning, discussion and dissemination of any work related to anti-bullying.
- to have in place an anti-bullying support system, that all staff and students understand and to apply the system consistently.

## **Practice**

### What we do to prevent bullying

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour (but not the pupil), and by being clear across the school that we follow school rules. All members of the school community are expected to report incidents of bullying. All staff will monitor classroom and playtime behavior (and cases of bullying) and keep the teachers informed.

**All staff** have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

We expect staff will:

- Provide children with a framework of behaviour including class rules which supports the whole school policy.
- Emphasise and behave in a respectful and caring manner to students and colleagues, to set a good tone and help create a positive atmosphere.
- Provide children with a good role model.
- Raise awareness of bullying through stories, role-play, discussion, Peer support, School Council and school curriculum subjects.
- Through the head teacher, keep the governing body well informed regarding issues concerning behaviour management.

## **Parents/Carers**

We expect that parents/carers will

- Understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school:
- Support us in helping us meet our aims.
- Feel confident that everything is being done to make sure their child is happy and safe at school
- Be informed about and fully involved in any aspect of their child's behaviour. Be informed about who can be contacted if they have any concerns about bullying.

## **Governors**

We expect that governors will:

- Support the Headteacher and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.

- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

### **Students**

We expect that students will:

- Support the Headteacher and staff in the implementation of the policy. This might involve contributing to agreed approaches designed to reduce bullying or better deal with incidents that arise, e.g. via whole school assembly, circle time etc.
- Be involved in the monitoring and review of the policy from the end of this academic year.
- Feel confident that everything is being done to make school a safe and secure environment for them to achieve and learn.
- Feel supported in reporting incidents of bullying.
- Be reassured that action regarding bullying will take place.

### **Reacting to a specific incident**

#### **Recording**

Incidents in or out-of-class will be discussed and recorded as appropriate. Incidents clearly identified as bullying will be reported to a senior member of staff. In certain circumstances, parents (of both the bully and person bullied) will be informed of what has happened, and how it has been dealt with.

#### **Dealing with an Incident**

Whenever a bullying incident is discovered school will go through a number of prearranged steps. The exact nature of each step will depend in part on the nature of the incident and those involved.

1. The school community needs to be aware that when a bullying incident has come to the attention of adults in the school it has been taken seriously and action has resulted.
2. School expects to support all involved by:
  - Talking through the incident with bully and person bullied
  - Helping the bully and victim to express their feelings
  - Talking about which rule(s) has/have been broken
  - Discussing strategies for making amends
  - Monitoring the situation following the reported bullying incident
3. Nevertheless, sanctions may include:
  - Time away from an activity within the classroom
  - Time out from the classroom
  - Missing break or another activity
  - Formal letter home from the Head teacher expressing concerns, where the pattern of behaviour continues.
  - Meeting with staff, parent and child
  - Pastoral Support Plan
  - Internal exclusion

- Fixed-term exclusion
  - Permanent exclusion
4. Where appropriate, the parents (of both bully and person bullied) are informed of what has happened, and how it has been dealt with. Failing face-to face discussion, parents/carers will be informed of any incidents by letter.
  5. Safeguarding/Child Protection procedures should always be followed when concerns arise.

### **Monitoring**

Careful monitoring and analysis provides us with a regular opportunity to link monitoring to action planning.

We believe that all members of the school community should be fully involved in the writing, implementation, monitoring and reviewing of our anti-bullying policy and we will seek to engage the School Council, Parent Forum and others to help us with this.