

Redbridge Primary School

RED

“Resilience, Excellence, Determination”



Anti-Bullying Policy

Date Policy Approved	Review Date
7 th October 2021	Autumn Term 2022

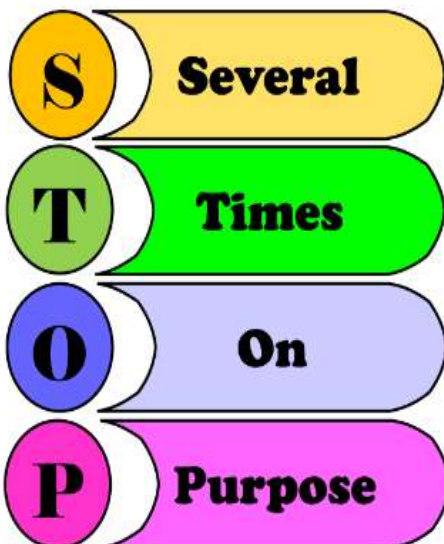
This policy has been created in light of local and national advice and current good practice. This policy applies to all members of the school community, regardless of gender, age, background, attainment, disability, ethnicity or religion.

What is meant by bullying?

Bullying arises from a wish to hurt, threaten and frighten someone else with intent, **often repeated regularly and not a series of 'one-off' events**. It can be:

- Physical, involving pushing, pinching, hitting or kicking.
- Verbal, involving name-calling, teasing, taunting or threatening.
- Silent, involving the isolation of the victim by ignoring him or her, or by excluding him or her from group activities.
- Emotional- hurting feelings.
- Deliberate damage to the victim's property, or taking that property without permission.
- Sexual, rude comments, touching when you don't like it.
- Cyber, nasty texts, emails.
- Homophobic, improper use of the word gay.
- Racist and religious discrimination.
- Sexist – disparaging comments about gender.

Information for children



We say that bullying happens when these things happen
Several Times On Purpose.

We use the acronym **STOP** to help the children remember this.

So that incidents can be reported anonymously, each corridor has a "Worry Box" which is checked regularly by the Learning Leaders.

Additionally, the **STOP** acronym is used to help children remember what they should do – **Start Telling Other People.**

We do not allow or tolerate bullies in our school.

What to do if you think you are being bullied:

1. Tell someone about it. (Your teacher, parents, write a note for the "Worry Box", another grown up or a friend). **Start Telling Other People.** These grown-ups can help resolve the problem.
2. Remember if you keep quiet the bully wins!
3. Try not to be on your own, find a trusted friend to play with.

What to do if you see someone else being bullied (don't be a bystander):

1. Tell a grown up.
2. Make sure your teacher knows what has happened.
3. Write a note for the 'Worry Box'.

Information for Parents

If you think your child is being bullied, let us know at school. You can also help your child by:

- Telling them they do not deserve to be bullied.
- If they are different in some way help them to be proud of it. It is good to be an individual.
- Help them to be positive - to walk and act confidently even if they don't feel that way inside.
- Don't encourage children to fight back. This quite often makes things worse.
- Encourage them to tell someone what has happened straight away.
- Take an active interest in your child's social life. Discuss friendships, how lunchtimes are spent, and their journey to and from school.

What we will continue to do:

- Listen to the genuine concerns of children.
- Organise the school to minimise opportunities for bullying.
- Help children to learn the proper ways of behaving towards each other.
- Make sure the children know this policy.
- Deal quickly, firmly and fairly with incidents in an appropriate manner for each individual case.
- Involve parents when this is necessary.
- Support the victim and bully by continual monitoring of their behaviour.
- Where necessary, increase their self-esteem.

- Involve support from outside agencies if appropriate
- Supervise the children at all times.
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The School Procedure

When there is an incident of bullying this procedure is followed:

1. We will take every incident seriously.
2. All parents/guardians will be informed of the procedure.
3. Incidents will be recorded on the School Bullying as soon as possible after the incident has been reported by the staff member recording the information; and, where appropriate, Parent and Pupil forms may be completed. (Appendix B) All Forms will be uploaded onto Cpoms.
4. Strategies for dealing with incidents of bullying: One single strategy is unlikely to provide a complete solution on its own to the problem. It is important therefore, that we have a combination of strategies that can be drawn on and adapted to fit the circumstances of particular incidents. These may include:
 - co-operative working;
 - circle time;
 - befriending;
 - support group approach;
 - mediation by adults;
 - playground friends (supported peer mediation)
5. In response to a complaint of bullying, the discipline procedures of Redbridge primary school should be followed, with staff making a full investigation, keeping detailed records and applying sanctions as necessary.

The procedures should be followed by the Head-Teacher/Deputy Head-Teacher or a member of the Senior Leadership Team.

- Discuss the nature of the bullying with the 'victim' at length, recording all the facts. This will require patience and understanding.
- Identify the bully/bullies and any witnesses.
- Interview witnesses.
- Discuss the incident(s) with the alleged bully/ies. Confront them with the allegations and ask them to tell the truth about the situation/incident. Make it clear that this is only an investigation at this stage.

- If the bully owns up, make it understood that bullying is not acceptable at Redbridge primary school and what effect it has on the education of the victim and the rest of the children in the class/school. Apply sanctions relevant to the type of bullying.
- If the allegation of bullying is denied, investigate further. If there is sufficient evidence that the bullying occurred, apply relevant sanctions.
- Hold separate discussions with parents of bully and victim.
- Sanctions for the bully include: withdrawal from favoured activities, for example school visit loss of breaktimes for a period to be determined by the Head-Teacher.
- barred from school during lunchtimes for a period to be determined by the Head-Teacher.
- fixed period of exclusion from school.
- Provide a Support Programme for the victim with the Pastoral Manager monitoring and observing at break times and lunchtimes, and through discussion to make sure there is no repetition.
- Provide a Pastoral Support Programme for the bully. This will include a Behaviour Support Programme and opportunities in circle time or groups for the child/ren to discuss relationships, feelings and the effect bullying can have on individuals. The Pastoral Manger will support the child during this programme.

In order to reduce incidents of bullying and recognise bullies, at Redbridge primary school, all staff watch for early signs of distress in pupils. We listen, we believe, we act.

The School Council/Ambassadors should be another forum in which children can report bullying.

This policy will be consistently applied by all staff. If bullying continues the consequences will be escalated.

Conclusion

There is no place in school life for bullying. It does not sort itself out. Teachers, children, parents and governors need to work together to make school life happy and secure. The policy is reinforced with the teaching and non-teaching staff regularly. There are certain times and places when bullying is more likely to take place: at the start and end of the day; movement around the school; and at break times. The school has identified these potential 'hot spots' and has monitoring procedures in place.

Redbridge Primary School has a responsibility to ensure children are able to feel safe at school and not fearful of being bullied.



Redbridge Primary School

Bullying Incident Record Form – Parent Form

Incident Reported to (Staff name)

Date of Incident:

Time of Incident:

Action you have taken

Signed _____ Date _____

School to complete:

Date of feedback to parent:

Comments:

Physical		Emotional		Cyber	
Verbal		Deliberate Damage		Homophobic	
Silent		Sexual		Threatening	

Recorded in Incident book:

Pupil File:



Signed _____ Date _____

Redbridge Primary School

Bullying Incident Record Form – Pupil Form

Name:

Class:

Date of incident:

Describe the incident – what happened? (give details of the incident/s and the names of the people involved if possible.)

Did anyone else see or hear the incident? (if possible give names)

Yes

No

Have you told anyone else? (if possible give names)

Yes

No

Has anything like this happened before? (if possible give details, including names) Yes No

Why do you think this happened?

Signed _____ Date _____



Redbridge Primary School

Bullying Incident Record Form – School Form

Incident Reported to:

Incident Reported by:

Date of Incident:

Time of Incident:

Date of Report:

Time of Reporting Incident:

Physical		Emotional		Cyber	
Verbal		Deliberate Damage		Homophobic	
Silent		Sexual		Threatening	

Brief Description of Incident:

Action Taken:

Contact/involvement with the victim's parents? Yes No

Contact/involvement with perpetrator's parents? Yes No

Recorded in Incident Book

Pupil File: