



## **Anti-Bullying Policy**

<b>Policy agreed by:</b>	
<b>Date of policy:</b>	<b>March 2019</b>
<b>Review frequency:</b>	<b>2 years</b>
<b>Date of next review:</b>	<b>March 2021</b>



## **Anti-Bullying Policy**

### **RATIONALE**

Red Gates School is opposed to bullying and takes any incidents of bullying and their impact seriously. Bullying is contrary to the values and principles of this school. All members of our school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

### **DEFINITION OF BULLYING**

Bullying is an unacceptable behaviour used by an individual or a group causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unplanned. It may be perpetrated by individuals or by groups of pupils, usually repeated over time, that to intentionally hurt another individual or a group, either physically or emotionally.

Bullying can be short term or continuous over long periods of time.

### **FORMS OF BULLYING**

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focussing on the issue of sexuality
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	All areas of internet, such as email and internet chat, twitter, Facebook misuse, mobile threats by text messaging and calls, misuse of associated technology e.g. camera and video, i-pad, games consoles

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Bullying takes place where there is an imbalance of power of one person or persons over another.

This can be achieved by:

- The size of an individual
- The strength of an individual
- The numbers or group size involved
- Anonymity – through the use of cyber-bullying or using email, social networking sites, texts, etc

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of child abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied as they may be unable to realise what others may be doing to them. Staff must also be aware of those children who may be particularly vulnerable, e.g. those responding to or experiencing emotional problems or mental health issues.

### **Prevention**

- Pupils' spiritual, moral, social and cultural development is promoted throughout the day through a wide range of activities (refer to SMSC Policy). Teaching staff receive training on developing SMSC.
- Staff members encourage pupil co-operation and the development of interpersonal skills through group work and paired work.
- Diversity, difference and respect for others is promoted and celebrated through various lessons and activities.
- Changing and organising seating arrangements in class helps to prevent instances of bullying.
- Potential victims of bullying are drawn into working groups with children who do not abuse or take advantage of them.
- Opportunities to extend friendship groups and interactive skills are provided through participation in special events, for example, school productions, sporting activities and cultural celebrations.
- All members of the school community are made aware of the school's Anti-Bullying Policy.

### **OUTCOMES**

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff, following the school incident investigation procedure.

The child displaying unacceptable behaviour may be asked to genuinely apologise (as appropriate to the child's age and level of understanding). Other consequences may be agreed. Wherever possible, pupils will be reconciled.

In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others.

Each case will be recorded on CPOMS and reported to the Local Authority where appropriate (racist and homophobic bullying).

The Safeguarding Governor will be informed of any incidents recorded in the log along with incidents, sanctions and reconciliation.

## **RESPONSIBILITIES OF STAKEHOLDERS**

### The Responsibilities of Staff

At Red Gates we expect staff to:-

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils
- Be alert to signs of distress and other possible indications of bullying
- Listen to children who have been bullied, take what they say seriously and act to support and protect them
- Report suspected cases of bullying to the relevant class teacher and relevant senior leaders
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action that has been taken
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures

### The Responsibilities of Pupils

Where appropriate to pupils' cognitive ability and with the support of staff, we expect our pupils to:-

- Be kind and considerate to each other
- Refrain from becoming involved in any kind of bullying
- Tell a member of staff of any witnessed or suspected instances of bullying

### The Responsibilities of Parents

We ask our parents to support their children and the school by:-

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying
- Reporting any bullying to the class teacher
- Work with their child's class team to implement agreed behaviour support strategies
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken
- Co-operating with the school, if their child is accused of bullying, try to ascertain the truth, and point out the implications of bullying, both for the children who are bullied and for the bullies themselves

**March 2019**

Headteacher:

Chair of Governors: