

Redcliffe School Anti-Bullying Policy



Statement: All statements contained in this policy document also apply to the EYFS department of Redcliffe School. Throughout this policy, we have made due regard to the five outcomes contained in Every Child Matters (Children's Act 2004), namely: Be healthy; Stay safe; Enjoy and achieve; Make a positive contribution; Achieve economic well-being.

INTRODUCTION

1.1 Redcliffe School recognises that bullying of any kind is wrong. Any incident is therefore taken seriously and investigated. Perpetrators must be left in no doubt of the school's policy. Bullying will not be tolerated at Redcliffe.

2. AIMS AND OBJECTIVES

2.1 Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.

2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

3. WHAT IS BULLYING?

Physical

- Hitting
- Kicking
- Pulling hair
- Punching

Tripping up
Damaging belongings

Verbal – Direct

Name-calling
Mocking someone's appearance or speech
Racial or sexual harassment
Hurtful teasing

Verbal – Indirect

Spreading nasty stories
Passing nasty notes
Social exclusion

Gestural

Showing hostility
Ignoring
Rejecting

Passive

Being a bystander

4. THE ROLE OF THE STAFF

- 4.1 All staff ensure that all children know that bullying is wrong, and that it is unacceptable behaviour not only at Redcliffe but also in the world at large. Reasons for bullying and strategies for dealing with such behaviour are dealt with as part of the PHSE curriculum and in assembly themes linked to Redcliffe Golden Rules, which are displayed in every classroom.
- 4.2 The Head ensures that all Redcliffe staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 4.3 The Head at Redcliffe sets a school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

- 4.4 The House and Buddy systems help to reinforce the feeling of mutual support and a listening ear.
- 4.5 Teachers and all support staff at Redcliffe School take all forms of bullying seriously and will intervene to prevent incidents from taking place.
- 4.6 If a child complains about bullying or teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head, the teacher informs the child's parents.
- 4.7 Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

5. THE ROLE OF PARENTS

- 5.1 Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's form teacher immediately.
- 5.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

WHEN INCIDENTS HAPPEN

6.1 STAGE 1 : GETTING THE FACTS STRAIGHT

- When incidents are witnessed by staff, the perpetrator(s) should be removed from the scene to ensure the victim's protection.
- If it seems that there could have been more than one perpetrator, each should be interviewed individually to get the facts straight. Witnesses/bystanders should also be interviewed.

- The victim should be interviewed.
- Interviews should be recorded in writing.

There is no excuse for any kind of bullying behaviour.

6.2 STAGE 2 : MAKING AMENDS

The idea is to encourage the culprit to carry out some corrective action to improve relationships eg Write a letter of apology

6.3 STAGE 3 : CONTACTING THE PARENTS

For serious or allegations/evidence of repeated incidents, the Head will contact the parents of both victim and perpetrator as quickly as possible, informing them of the action taken.

6.4 STAGE 4 : FOLLOWING UP THE INITIAL INTERVIEW

- The perpetrators and victim should be interviewed again.
- Staff should determine whether to see them separately or together.
- If the problem still remains, it is important to make arrangements for further monitoring and further meetings until there is certainty that the bullying has stopped and seems unlikely to start again.

6.5 STAGE 5 : KEEPING A RECORD

Staff should record all incidents and subsequent actions on an incident sheet, should be given to the Head

This policy will be reviewed annually.