

RED HALL PRIMARY SCHOOL

ANTI-BULLYING POLICY

Written by the Anti-Bullying Ambassadors and Helen Tomlinson

Presented to Governors: November 2019

Signature of Chair:

RED HALL PRIMARY SCHOOL

Anti-Bullying Policy

1 Introduction

1.1 At Red Hall Primary School our definition of bullying is:

Repeated negative behaviour that is intended to make others feel uncomfortable or upset.

At Red Hall Primary School we learn about 3 types of bullying and how we can help to prevent it.

V: verbal
I: indirect
P: physical

1.2 The law protects pupils and at Red Hall Primary School we would want to share this with children so they know about their rights and responsibilities.

The Equality Act 2010

- *eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act*
- *advance equality of opportunity between people who share a protected characteristic and people who do not share it*
- *foster good relations between people who share a protected characteristic and people who do not share it.*

2 Aims and objectives

2.1 Bullying is wrong and damages individual children.

At Red Hall Primary School we **will** do all we can to prevent it. Our school values help to encourage children to know that bullying is as unacceptable.

2.2 At Red Hall Primary School we will create a safe and secure environment which will help to reduce the chances of bullying.

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 stopping of bullying in our school.

3 The role of Governors

3.1 The Governing Body supports the Head teacher in all attempts to eliminate bullying from our school. The Governing Body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

3.2 The Governing Body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The Governors require the headteacher to keep accurate records of all incidents of bullying, and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

- 3.3 A parent who is dissatisfied with the way the school has dealt with a bullying incident can use the School Complaints Policy.

4 The role of the Head teacher

- 4.1 It is the responsibility of Head teacher to ensure the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Head teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.
- 4.2 The Head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head teacher may decide to use an assembly as the forum in which to discuss with other children what happened and what would have been a better way to deal with the situation.
- 4.3 The Head teacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- 4.4 The Head teacher sets the 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.
- 4.5 The Head teacher will quickly act to sort out and bullying problems and will involve parents and carers early on.

5 The role of the teacher and support staff

- 5.1 All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.
- 5.2 Teachers will log incidents of bullying on the CPOM system. If teachers witness an act of bullying, they will either investigate it themselves, ask for support from a Senior Leader or refer it to the Head teacher. Teachers and support staff do all they can to support the child who is being bullied. Parents/carers will be informed for the perpetrator and the child who has been bullied.
- 5.3 All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- 5.4 Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children as well as why people might start to bully.
- 5.7 School takes part in the national Anti Bullying Week each year and plans specific focussed assemblies, teaching and learning activities.

6 The role of parents and carers

- 6.1 Parents and carers who are concerned that their child might be being bullied, or who suspect that their child may be a bully, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Head teacher. If they remain dissatisfied, they should follow the school's complaints procedure (available on the website or paper copy upon request from the school Office).
- 6.2 Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

7 The role of pupils

- 7.1 Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.
- 7.2 Pupils are encouraged to tell if they have a worry or a problem. They can speak to any adult in school but also Mrs Williams, Mrs Tomlinson and Mrs Crowley who are responsible for keeping children safe at Red Hall Primary School. Also, pupils can use the worry boxes in each of the classrooms to let people know if they have a worry.

8. The role of the Anti-bullying Ambassadors (ABA)

- 8.1 The Anti-bullying Ambassadors will be role models for other pupils.
- 8.2 The Anti-bullying Ambassadors will help to prevent bullying by listening to other pupils and sharing worries and concerns with adults in school.
- 8.3 The Anti-bullying Ambassadors will receive training to be positive Anti-bullying Ambassadors at Red Hall Primary School.
- 8.4 The Anti-bullying Ambassadors will help to write the policy and review it.

9 Monitoring and review

- 9.1 It is the responsibility of the governors to review the Anti-bullying Policy and its effectiveness annually. They do this by examining the school's anti-bullying logs, where incidents of bullying are recorded, and by discussion with the Head teacher. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.
- 8.3 This policy will be reviewed every two years, or earlier if necessary.