

# Redbridge Primary School

**RED**

**“Resilience, Excellence, Determination”**



## Anti-Bullying Policy

Date Policy Approved
14 <sup>th</sup> November 2019

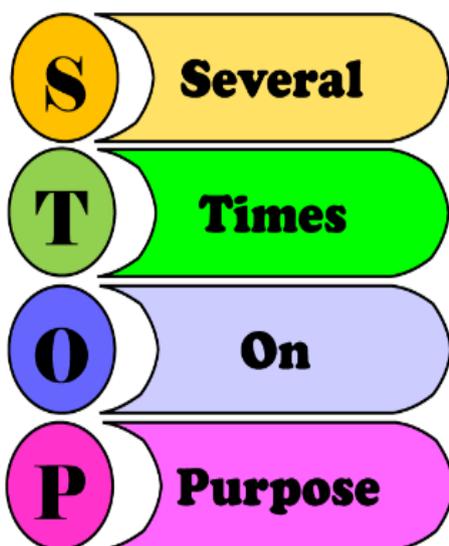
This policy has been created in light of local and national advice and current good practice. This policy applies to all members of the school community, regardless of gender, age, background, attainment, disability, ethnicity or religion.

## 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.
- 

## 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 Form 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)
4. The Head Teacher and the Leadership Team will gather information from everyone involved including any adults and bystanders. Based on this evidence and the child's particular circumstances, the Head Teacher will decide what action is to be taken.

The Head Teacher will employ a variety of consequences including:

- In-school discussion with parents
- Kept in at break or lunchtime
- Withdrawal from after school clubs
- Sent home at lunchtime
- **Internal exclusion** - this is an **internal** process within a school and is used when the objective is to remove a pupil from class, not from the school site, for disciplinary reasons.
- Short term/long term exclusion
- Permanent exclusion

**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 \_\_\_\_\_

---

Physical		Emotional		Cyber	
----------	--	-----------	--	-------	--

Verbal		Deliberate Damage		Homophobic	
Date of feedback to parent: Silent		Sexual		Threatening	
Comments:					

**School to complete:**

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:

Recorded in Incident Book

Pupil File: