



Redfield
Educate Together

Anti Bullying Policy

Redfield Primary School

Approval by:	Local Governing Board
Date of approval:	March 2024
Review date:	March 2025

Version	Date	Comments	Author

All members of the school community, including pupils, staff, parents and governors, are expected to always treat everyone with dignity and respect. This includes both face-to-face contact and online.

This policy has been developed and implemented in consultation with the whole school community including pupils, parents/carers, staff, governors and partner agencies. It was written with reference to the Equality Act 2010.

Redfield Educate Together Primary Academy promotes values which reject bullying behaviour and promote pro-social and co-operative behaviour. Tackling bullying matters.

This should be read alongside our policies on Equality and Diversity, Teaching and Learning, Special Educational Needs and Behaviour and Safeguarding

Statement of Intent

Redfield educate Together Primary Academy is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour, and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

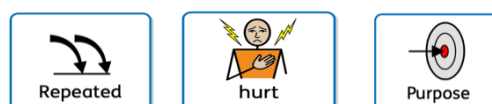
Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the headteacher. A clear account of the incident will be recorded and we will use information we record on bullying incidents to inform whole school strategies and actions to proactively prevent bullying in our school. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

In Redfield Educate Together Primary Academy, our definition of bullying is:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”.



Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer-term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and

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become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement and can lead to low self-esteem and mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

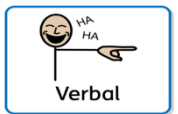
National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBTQ+ pupils and those perceived to be LGBTQ+.

Types of bullying behaviour

Bullying can take many forms:



- Emotional - being unfriendly, excluding, tormenting, threatening behaviour



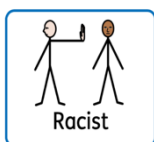
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language



- Physical - pushing, kicking, hitting, punching or any use of violence



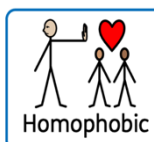
- Online – Bullying through social media, messaging and calls. Misuse of associated technology e.g photos and videos.



- Racist - racial taunts, graffiti, gestures



- Sexist – bullying someone because of their sex whether they are a boy or a girl



- Homophobic/transphobic bullying because of sexuality, perceived sexuality or prejudices towards the LGBTQ + community

Vulnerable groups (including children with SEND)

Children who we perceive as vulnerable will be assigned a 'Champion' during playtimes. (This 'Champion' may be one of their trusted adults). Playtimes are times when the majority of bullying takes place.



A 'Champion' will:

- Engage the child(ren) with positive play experiences
- Be vigilant of any concerning behaviours and/or observations
- Report these to the class teacher as soon as possible
- Observe and share positives with the child

Preventing Bullying

We believe that preventing bullying and educating children to celebrate and understand diversity is the responsibility of our whole school community. We do this through our Learn Together curriculum, including Personal Social and Health Education (PSHE) as well as discrete lessons to address incidents when they arise.

In our school we educate against bullying by:

- Involving the school community in developing our policy including a child/ pupil friendly version of our policy
- Using assemblies, Learn Together Lessons and circle time to develop social skills, empathy and emotional literacy (including Zones of Regulation)
- Ensuring that pupils understand the definition of bullying and the different forms it can take
- Building a positive ethos based on respecting and celebrating all types of difference in our school
- Creating a safe and happy environment with positive relationships at the heart

Reporting Bullying



In our school we provide daily 'Talk Time' as a class and Senior Leaders have weekly 'Talk Times' that all children can access. Pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- One of their 3 Trusted Adults
- Their class teacher/Learning Support Worker/Senior Leadership Team (SLT)
- Using 'Talk Time' and 'Talk Time' boards in school
- Leaving a 'confidential note' with a Trusted Adult

Parents are also encouraged to report concerns and bullying to their child's class teacher in line with our Communication Document. The school will work with both the child and the parents to ensure that any bullying is dealt with as a safeguarding priority. If parents feel that

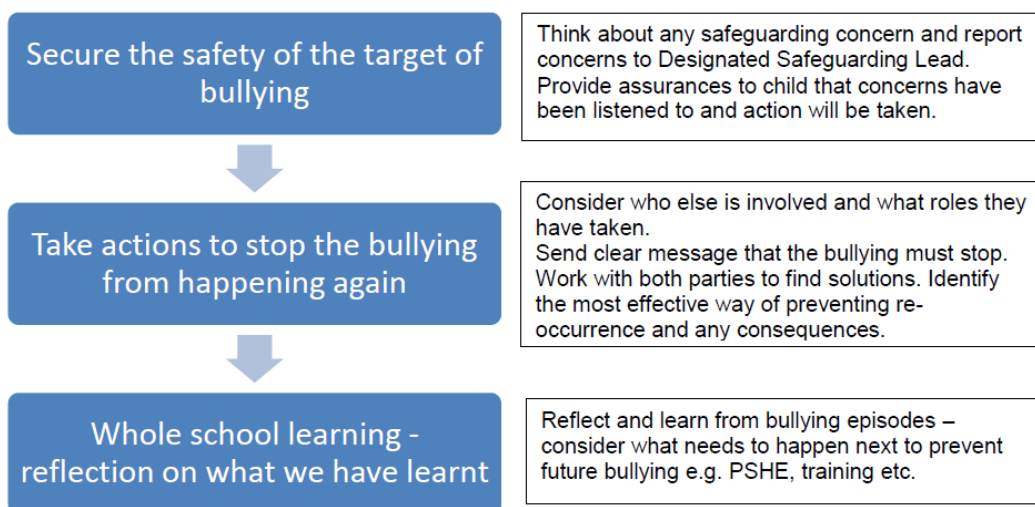
their concern has not been dealt with appropriately, they should follow the schools complaints policy.

Responding to bullying:



Think about any safeguarding concern and report concerns to Designated Safeguarding Lead

- Ensure the physical and emotional safety of victim(s) of bullying
- Implement a safety plan if required)
- Speak to both victim(s) and perpetrator(s) and any witnesses
- Consider who else is involved and what roles they have taken
- Provide assurances to victim(s) that concerns have been listened to and action will be taken with use of clear visuals to aid this
- Work with both parties to find solutions with a restorative approach. Identify the most effective way of preventing re- occurrence and any consequences.
- Outline a support plan for both victim(s) and perpetrator(s)
- Facilitate a restorative conversation with victim(s) and perpetrator(s)
- Ensure actions are agreed and understood by all parties
- Inform parents/carers of both victim(s) and perpetrator(s) and any follow up actions the school has taken
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, ELSA/Thrive, Zones of regulation.
- Consider what needs to happen next to prevent future bullying e.g. delivering discrete lessons in class including online safety, future planning including the use of core texts and Learning Together curriculum, provide a Champion/Learning Buddies for particular children to support at playtimes
- Inform subject leaders so they can evaluate curriculum design
- Look at staff training needs including palytime provision and including specific guidance on those groups who are most likely to be bullied



Monitoring and Review

We monitor and review all bullying incidents regularly to determine any patterns or trends that may require further action.

On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and Change Maker meetings.

All staff are required to complete a record of the bullying incident on CPOMs and record any prejudice-based language or actions when dealing with incidents of bullying. This will be completed as soon as possible and the Designated Safeguarding Lead/Senior Leader will be alerted to this information and take appropriate actions.