



ANTI BULLYING POLICY

This policy relates to all sections and activities of the school and its pupils, e.g. Senior School, Junior School (including EYFS), Wrap Around Care, Offsite Activities and School run Holiday Activities or Clubs. The policy also applies to incidents involving our pupils out of school hours.

It should be read in conjunction with:

- Behaviour Policy
- Child Protection (Safeguarding) Policy
- e-Safety Policy
- Pastoral Policy

This policy has been drawn up with regard to the following documents:

- DfE Guidance: Preventing and Tackling Bullying July
- KCSIE September 2019
- Working Together to Safeguard Children

1 AIMS

Red House School is committed to providing a supportive, caring and safe learning environment for all pupils. Everyone has a part to play in the prevention of bullying, including staff (teaching and non-teaching), pupils and parents. The School recognises that bullying occurs in all educational establishments and that Red House is no exception. Everyone should recognise that bullying is anti-social behaviour, it is unacceptable and is, therefore, not tolerated within the school. Bullying incidents involving our pupils outside school will be investigated as we recognise the impact this may have on school life.

2 OBJECTIVES

- 2.1** All governors, teaching and support staff, pupils and parents should have an understanding of what bullying is.
All governors, teachers and support staff should know the school's procedure on bullying and follow it when reported.
All pupils and parents should know the school's procedures on bullying, and what they should do if bullying arises.
As a school we take bullying seriously. Pupils and parents should be assured that they will be supported if bullying is reported.
- 2.2** The essential elements of bullying are that it may be repeated over time and intentionally hurts another pupil or group physically or emotionally. It is often motivated by prejudice against a particular group, for example, on grounds of race, religion, culture, sex, gender, homophobia, SEN and Disability. It may occur directly or through cyber technology (social websites, mobile phones, text messages, photographs and email) and it is difficult for those being bullied to defend themselves.
- 2.3** The main types of bullying are:
- physical, e.g. hitting, kicking, theft;
 - verbal, e.g. name calling, racist remarks;
 - indirect, e.g. spreading rumours, excluding someone from social groups;
 - cyber bullying e.g. the misuse of social websites, text messaging, mobile phones, photographs and email;
 - inappropriate comments, often referred to as banter;
 - the sending and receiving sexually explicit messages and photos, often referred to as sexting;
- Bullying, both physical and emotional, is serious and may cause psychological damage.
- 2.4** Pupils who are being bullied may show changes in behaviour, such as becoming shy/ withdrawn and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lack of concentration or truanting from school. Bullying is not a specific criminal offence; however, there are laws which apply to harassment and threatening behaviour and misuse of electronic communications.
- 2.5** All staff, parents and pupils recognise the need to be alert to any signs of bullying. They are clear about the part they can play to prevent bullying, including when they find themselves as bystanders. They are very aware of the importance of anti-bullying procedures and have clear guidelines to

support them in dealing with bullying when it occurs. Staff awareness is raised through training and, when identified, action is taken to reduce the risk of bullying at times and places where it is most likely to occur. Parents are encouraged to monitor on-line behaviour and report any bullying concerns to the Designated Leads, Mr D Kitching & Mr S Haywood or the Deputy Designated Lead, Mrs C Blyth.

2.6 Red House School aims to make pupils feel that they can and should tell anyone about bullying and that everything possible will be done to resolve the problem. To this end anti-bullying is part of the Pastoral Curriculum delivered through PSHEE, Circle Time, Tutor Time, Life Skills, Assemblies, subject areas and co-curricular areas as appropriate.

2.7 The anti-bullying procedures identify who to tell, how bullying is recorded (to enable patterns to be identified) and what actions will be taken. The anti-bullying procedures are dovetailed with the school's Behaviour Policy and e-Safety Policy. Support is given to both victim and bully. However, in cases of severe and persistent bullying, disciplinary action, including suspension and exclusion, may be considered.

3 STAFF TRAINING

Mr D Kitching & Mr S Haywood undertook the LSCB course - Bullying Awareness on 13 September 2016. Information has been cascaded to staff via a staff meeting. The Designated Leads (and/or their deputy) and the Governor with responsibility for Safeguarding attend LSCB termly forums and receive any updates.

4 PROCEDURES

4.1 Red House School accepts the findings of research which shows that the solution to bullying rests in bringing bullies and the bullied together in a 'no blame' way. If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been approached.

4.2 A clear account of the incident will be recorded and given to the Designated Leads at the Senior School and the Junior School, to enable patterns to be identified. The Headmaster will also be informed.

4.3 Pupils who have bullied need to acknowledge that their behaviour is unacceptable. They will be helped to recognise their wrong doing, to change their attitude and to agree a way forward, which helps both the bully and the victim.

4.4 At this stage pupils who have been bullied will be given support and reassurance. They will have the opportunity to talk further about their experiences with their Team Leader, Form Tutor/Class Teacher or a member of staff they choose. Staff will monitor the situation, continue to offer support and help to restore a pupil's self-esteem and confidence.

4.5 Form Tutors/Class Teacher will be informed and, if necessary, appropriate subject teachers. Parents of the bully and the bullied will also be informed.

4.6 Only if this approach fails will bullying become a disciplinary issue and when it does, it becomes a matter serious enough for suspension or expulsion to be considered.

4.7 A flow chart for bullying problems is displayed in every form room in the School and, at the Senior School, an Anti-Bullying Code is included in the Pupil Planner.

4.8 A bullying incident should be addressed as a child protection concern if there is reasonable cause to suspect that a child has or could suffer 'significant harm'. The Designated Lead should report the concerns to Local Safeguarding Children's Board (LSCB) – details below. If a crime has been committed the police will be contacted.

4.9 The school recognises the need to raise staff awareness of bullying by providing suitable training and by reducing the risk of bullying through its provision for the supervision of pupils and the implementation of its behaviour policy.

4.10 Members of School Council accept their duties as outlined in the above statement. They will periodically assess the effectiveness of this policy and ensure any necessary changes are made. This policy will be reviewed and updated annually.

5 EXTERNAL CONTACT

The Children's Hub

Tel: 01429 284284 or 01642 130080

Email: childrenshub@hartlepool.qcsx.gov.uk

Emergency Duty Team (outside office hours): 01642 524552