



Rednock School

Quality, Partnership, Success

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Proposed Policy:	Anti-Bullying	Responsibility Of:	Jo-Ann Hemper
Date of Ratification:	July 2017	Date of Review:	July 2019

ANTI-BULLYING POLICY

Values and Ethos

At Rednock we believe bullying is harmful to all involved, not just the bullied, and can lead to self-doubt, lack of confidence, low self-esteem, depression, anxiety, self-harm and sometimes even suicide.

Everybody in our Rednock community is entitled to receive and enjoy all the experiences of school life in an atmosphere which emphasises care with challenge.

Bullying of other students is not acceptable at Rednock School and it is everyone's responsibility to prevent it happening.

Prevention concentrates on the positive aim of improving relationships between students using all the resources available to the school.

Through this policy we aim:

- To raise the self-esteem of all Rednock students and to create an atmosphere of mutual respect
- To fulfil our responsibility for a duty of care to young people and employees
- To raise attainment and aspiration
- To reduce absence
- To ensure that all members of the school community understand their role in reducing incidents of bullying and supporting those involved in it
- To improve relationships

Definition of Bullying

At Rednock School we use the 'Anti-Bullying Alliance' definition of bullying:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace."

How to prevent bullying

All members of the school community (students, staff, parents and governors) have a shared responsibility for ensuring that Rednock is a safe and supportive environment for all.

Guidelines for Students

- Be careful about teasing people or making personal remarks. If you think they might not find your comments funny then don't say them.
- Give sympathy and support to other students who may be bullied.
- Try to include people in your group who you know don't have friends to be with (take responsibility for the happiness of people in your tutor group, Community, year group and school-wide community).
- Don't stand and watch - fetch help.
- Show that you and your friends disapprove.
- If you know of bullying tell your tutor/ teacher. The victim may be too scared or lonely to tell.

Guidelines for Staff

- Be aware of areas where bullying is likely to happen and make an effort to visit those places when you are on duty.
- Keep an eye out for changes in behaviour in students you teach or tutor that could indicate that they are being bullied.
- Have seating plans in each class and monitor the success of these regularly.
- Challenge all bullying behaviour immediately - don't let things go because it hasn't happened before.
- Give opportunities in class for students to practise social skills by working with a variety of different people.
- Make it clear to students that bullying is an unacceptable behaviour and support them in developing more appropriate ways of dealing with others.
- Foster a supportive atmosphere based on mutual respect where all individuals are valued for who they are.

Guidelines for Parents

- Keep an eye out for changes in behaviour that may indicate your child is being bullied.
- Ask your child about their day when they get home and encourage them to tell you if they are unhappy in any way.
- Monitor use of new technologies (mobile phones/ internet/ social networking sites, etc).
- Encourage your child to mix with a variety of other students.
- Make it clear that bullying is always unacceptable.
- Talk through with your child the ways in which students can help to stop bullying and what to do if they are being bullied.
- Work with your child to raise their self-esteem and help them to develop respect for others.
- Work in partnership with the school to encourage the building of strong relationships between all members of the school community.

As a school community we are committed to reducing the frequency of bullying. To do this as a whole school we will:

- Participate in Anti- bullying week each year to raise the profile in school.
- Continue to develop our Life Skills programme to ensure that students work on anti-bullying issues each year.
- Provide a range of safe rooms students can go at lunchtime, e.g. lunch clubs, ELO club, film club, computer club.
- Provide an area (Courtyard) for use by Years 7 & 8 only.
- Provide support for both the victim and the bully to enable them to move on positively from incidents.
- Be vigilant around school so that areas where bullying occurs are visited regularly by staff.

- Respond as quickly as possible to reports of bullying.
- Signpost support available from internal and external agencies.
- Liaise with parents, particularly if we believe that there is distressed trauma.

Work with PCSOs, who will support the school in addressing groups of students or individuals, using restorative justice techniques and liaising with parents where appropriate.

How to deal with bullying once it happens

Guidelines for Students

If you are being bullied:

- Try not to show that you are upset.
- Try to ignore the bully (remember they want to upset you and silence might leave them disappointed).
- Walk confidently even if you don't feel that way inside.
- Try to be assertive - look and sound confident.
- Avoid being alone in places where bullying happens.
- If you are in danger, get away or draw someone's attention to what is going on (for example, by making a loud noise).
- Tell someone as soon as possible (a teacher you trust, your tutor, your Community Support Officer, a friend, your parents, an older student).
- You can use the bespoke email address to report bullying: reportbullying@rednockschool.org.uk or put a note in the 'Report Bullying' Post Box.

Victims should **always** tell their parents, a member of staff, or someone else who will report the bullying for them.

Guidelines for Staff - All members of staff should:

- Be willing to listen to all students who tell you they wish to report bullying.
- Take their concerns seriously and explain to them what will happen next.
- Support students in writing statements of what has happened.
- Report all concerns (accompanied by statements where appropriate) to the student's tutor, Community Support Officer, Community Leader.

Community Support Officers will:

- Collect written statements from all students who were involved in or witnessed the bullying incident(s) including the victim and bully.
- Reassure the victim(s) that they are not to blame and that they will be safe.
- Inform parents of victim and bully of what has happened.
- Liaise with Community Leader or Senior Leadership Team or Police regarding appropriate support or sanctions depending on the circumstances of the bullying.
- Keep a written record of all incidents of bullying and ensure they are stored in the personal files of all students involved.
- Update the electronic 'bullying log'.
- Record in Sims.

Guidelines for Parents

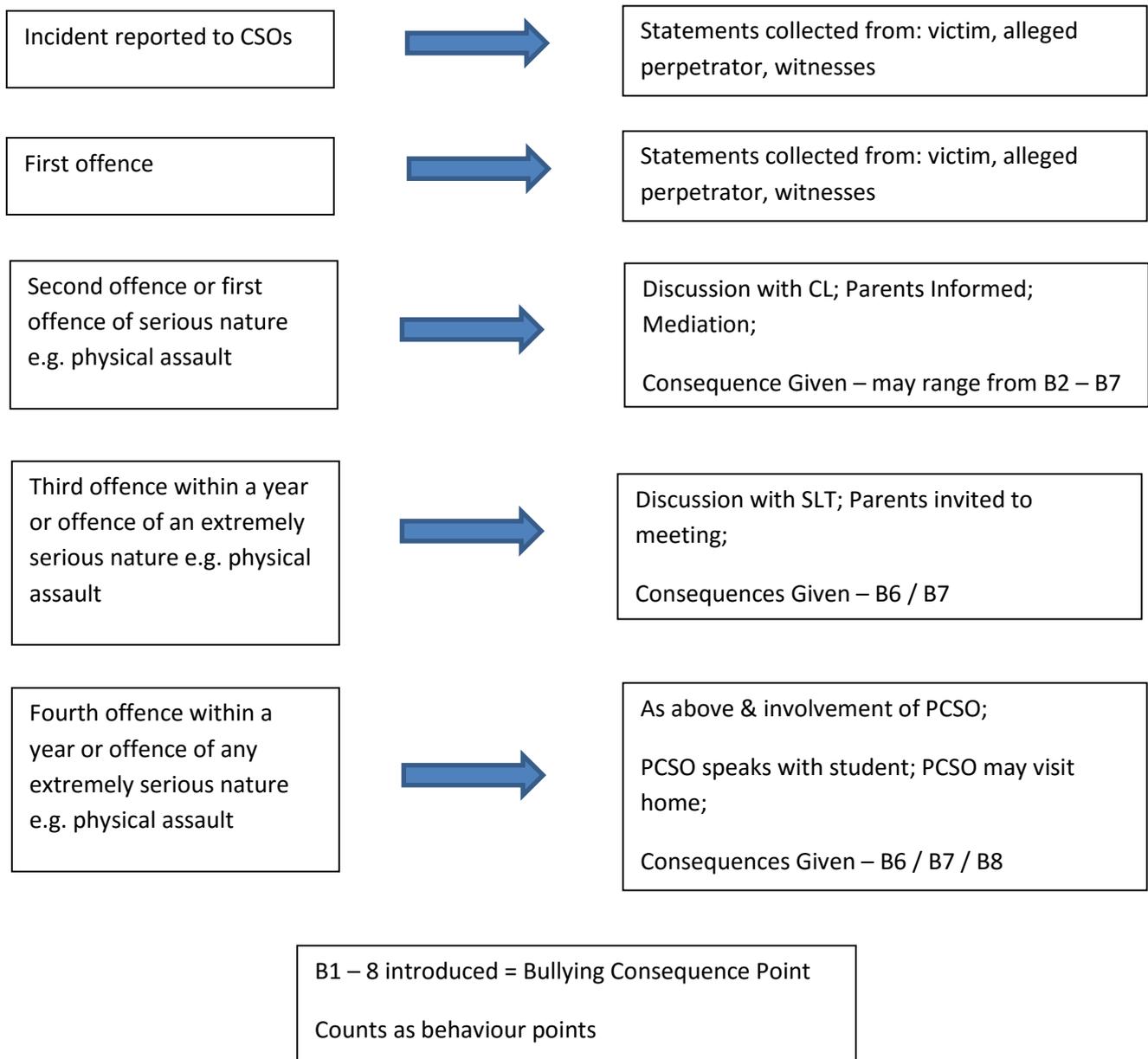
- Contact your child's tutor/ Community Support Officer immediately if you are concerned that they are involved in bullying in any way.

- Be willing to take part in discussions about what strategies should be used to deal with bullying and then support the action being taken by the school.

Guardian Angels

This is a group of specially trained students who will make themselves available to meet with the victims of bullying. They will listen, advise and recommend next steps. They will provide moral and emotional support for the students who are facing bullying.

Anti-Bullying Flowchart



Associated policies and other related documents

The anti-bullying policy should be read in conjunction with:
Behaviour Policy; Special Educational Needs Policy; Equal Opportunities Policy; Code of Conduct;
Spiritual, Moral, Social and Cultural Development; On-Line | E-Safety Policy