



# Anti-Bullying POLICY

**Rednock School**  
**Where everyone matters**



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# Anti-Bullying

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## Values and Ethos

At Rednock School we believe that Everyone Matters. We want our community to thrive in a safe, healthy and sustainable environment that sits at the heart of our community. We aim to do this by delivering a high-quality education in partnership with our students, their parents/carers and other stakeholders which leads to success for all.

Our Anti Bullying policy is based on the high expectations that we hold for all members of the Rednock School community. It is grounded in our belief that 'Everyone Matters' at Rednock and students and staff should be able to experience an atmosphere at school that is supportive, inclusive and celebratory in nature. We expect our students to display the values that we clearly state in our school charter that respect, tolerance and kindness are fundamental to our happiness and success.

At Rednock we believe bullying is harmful to all involved, not just the bullied. Everybody in the 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.

## 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. The school delivers preventative and educational work to ensure students have a solid understanding of what bullying and prejudice is and why it will not be tolerated. Through our I Matter curriculum and the It Matters what you say program students have informed of the clear expectations the school has when it comes to working alongside students and staff. Any form of bullying will not be tolerated. Prejudicial language or behaviour in the form of racism, homophobia, misogyny or any form of hate crime will be both strictly sanctioned and recorded as taking place. Students are taught about 'micro aggressions' and the impact that they can have and how they will also not be tolerated whatever the intention. The school takes the stance that students need to be responsible for their actions and their choice of language and understand the impact it may have.

## Guidelines for Students

- Be careful about teasing people, using banter 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 -speak out and if required fetch help.
- Show that you and your friends disapprove of negative behaviour towards others. .
- If you know of bullying, tell your tutor/ teacher.
- The victim may be too scared or lonely to tell so be aware that you can be their advocate.
- Wherever possible report bullying using staff members, peer mentors or through our QR code reporting system.
- Take up opportunities, such as peer mentoring, to support others and stand up for what is right in our community.

### **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:**

- Continue to develop our I Matter curriculum to ensure that students work on anti-bullying issues each year throughout the school year.
- Provide a range of areas that students can access staff and support during social time if required.

- 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.
- Value and celebrate Random Acts of Kindness regularly using the RAOK reward points.

## How to deal with bullying once it happens

### Guidelines for Students

If you are being bullied:

- Do not allow them to make you suffer in silence, act on it with support from the community.
- Walk confidently even if you don't feel that way inside and get some help.
- 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, a member of the pastoral team, a friend, your parents, an older student).
- If you don't want to report it person do so by using the school's QR reporting mechanism

Concerns sheet

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 members of the pastoral team.

**Staff dealing with the reported incident 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 the victim and bully of what has happened.

- Liaise with other members of the pastoral team regarding appropriate support or sanctions depending on the circumstances of the bullying.
- Keep a record of all incidents of bullying and ensure they are logged on class charts.
- If the bullying involves any form of prejudicial behaviour ensure that it is logged as such.

### **Guidelines for Parents**

- Contact your child's tutor or a member of their community team 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.

### **Associated policies and other related documents**

The Anti-Bullying policy should be read in conjunction with all related school policies but particularly:

- Behaviour Policy
- Safeguarding (Child Protection) Policy
- Special Educational Needs Policy
- Equal Opportunities Policy
- Code of Conduct
- E-Safety Policy
- School Charter