



ANTI-BULLYING POLICY

Every member of Redden Court School is entitled to feel safe and secure in the environment of our school. It is everyone's responsibility and duty to ensure that this is possible. Any form of bullying will not be tolerated at Redden Court School.

Rationale:

Although bullying at Redden Court School is rare, bullying can occur in schools and many other areas of society and can be very painful and distressing for the victim. Bullying behaviour may be characterised by the fact that it is:

- Deliberately hurtful.
- Often repeated over a period of time.
- Difficult for those being bullied to stop the process.

There is no legal definition of bullying but at Redden Court we believe that:

"A person is bullied when he or she is exposed regularly and over time to negative actions on the part of one or more persons." Olweus (1987)

Bullying may occur in the form of:

- Physical violence
- Threatening behaviour, such as extortion
- Direct and indirect verbal abuse, such as name calling and false rumour
- Extreme teasing.
- Sexual intimidation and discrimination
- Inappropriate use of the Internet, Social Network sites and mobile/hand held devices.
- Damage to personal possessions and property.
- Grooming
- Radicalisation.
- Racial abuse
- Cyber bullying.
- HBT (Homophobia, biphobia and transphobia)

All members of the school should be actively discouraged from participating in any form of bullying and encouraged to develop attitudes and strategies that will enable them to deal effectively, should they be bullied themselves. All students should feel safe and secure in school and if they see anything that concerns them, they should report this straight away to a member of staff. Also if any student feels upset or distressed, they can see their form tutor, head of year or a member of staff they feel comfortable speaking to.



REDDEN COURT SCHOOL

Committed to Success for All



**“Think before you act towards your peers and put a stop to bullying.”
Year 10 Redden Court Student.**

Aims:

- To ensure that all members of the school community are able to work and relax in a happy and supportive environment without the fear of being bullied.
- To develop a school culture in which bullying is not tolerated in any form and is immediately reported by all members of the school community and to the appropriate outside agency.
- To encourage staff to be vigilant and to act promptly and firmly to deal with all forms of bullying.

Objectives:

1. To raise whole school awareness of the fact that bullying is an unacceptable feature of life at the school and will not be tolerated.
2. To raise the profile of the student 'Anti-Bullying Steering Group.'
3. To reduce incidents of bullying.
4. To develop a better understanding of the problems associated with bullying through a range of lessons in school and assemblies.
5. To improve assertive personal skills that will encourage the individual to deal with the bully in an appropriate and effective manner.
6. To make students aware of confidential sources where they may go for help and advice.
7. Monitor and record details of those bullies whose behaviour has been successfully modified as a result of the policy being enforced.

Strategies for Preventing Bullying:

1. Involve all members of the school community in supporting the bullying policy through assemblies and the CRE curriculum.
2. The School 'Code of Conduct', that all students and parents are required to sign before joining the school, states:
“It is expected that students will not be involved in any kind of bullying”.
3. The School 'Contract', that all students are required to sign before joining the school, in which they agree not to be involved in any kind of bullying.
4. Keep detailed records of reported incidents of serious and repetitive bullying.
5. Encourage victims to report situations where they need support to help stop the bullying behaviour and signpost where they can seek help.
6. Ensure that management styles encourage an appropriate school ethos.
7. Ensure that all staff act as good role models.
8. Identify and support at an early stage those individuals who may be particularly vulnerable to bullying.
9. Staff to be on duty around the grounds and premises before and after school and during break and lunchtimes.
10. Liaise with junior schools to identify potential victims and bullies before they join the school in Year 7.



Strategies for Dealing with Bullying:

“Bullying someone can make the victim want to self-harm, feel very depressed and create a low self-esteem. Therefore we need act quickly to stop the bullying and get support immediately.”

Year 9 student at Redden Court School.

1. Keep detailed records of reported incidents of serious and repetitive bullying.
2. Add to individual student records details of bullying and include the action taken.
3. Develop home/school links to support those families which are affected by bullying at school.
4. Use of Go 4 Schools referrals to inform Form Tutors and Head of Years about potential or actual incidents of bullying.
5. Sanctions and support for bullies which, depending upon each case, could result in one or more of the following:

- Withdrawal of privileges
- School detentions including Head of Year (1 hour), Senior Leadership (1 hour 30 mins) and Headteacher (2 hours).
- Parents to be contacted by phone &/or letter.
- Isolation
- Exclusion.
- Liaison with outside agencies.
- Counselling
- Peer Mentoring

Other Strategies for Consideration:

1. Staff INSET.
2. Counselling service for victims.
3. Counselling service for bullies.
4. Statements are taken to guide staff towards the correct punishments.
5. Playground rules.
6. Staff made aware of potential bullies.
7. No blame approaches where appropriate.
8. Use of Governor input where appropriate.
9. Working party of students lead by a pastoral member, gaining the students view points from each year group.
10. Questionnaire for students to complete in form time.

“Don’t be scared, don’t be worried, tell someone.” Year 7 Redden Court School.

Students’ procedures for reporting bullying:

- Always try to tell someone such as a friend, a teacher or your parents.
- Encourage your friends and parents to report bullying to someone at school



that you feel you can trust.

- Whatever you say will be treated confidentially and dealt with appropriately.
- If a student believes they are being bullied online then this needs to be immediately reported to our police liaison officer Mr Wayne Hopkins. He is in school every Friday from 10am until 12pm and contactable via our pastoral team.

Students' procedures for reporting bullying:

- Be vigilant and watch for early signs of distress.
- Listen carefully to reports of bullying and reassure students that telling someone is not a sign of weakness.
- Offer immediate support and use professional judgement to assess the nature and seriousness of the incident.
- Report all incidents to the Head of Year.
- Then Head of Year will then liaise with all concerned and obtain written statements from:
 - the victim
 - the alleged bully
 - any witnesses including whoever first reported the incident
- All written reports should be put into an individual student's record, including details of the action taken.
- Depending upon the nature of each incident and the outcome of the interviews, the action taken may involve some or all of the following:
 - withdrawal of privileges
 - school detention
 - parents to be contacted by phone and / or letter
 - exclusion / isolation
 - Liaison with outside agencies
 - Counselling

Review

This policy will be reviewed annually and amended as necessary.

Date of this policy: February 2016

Date of last review: February 2017

Next review date: February 2018

Reviewed by: Mrs L Sexton, Deputy Headteacher

Signature of Head Teacher:.....

Date: 6/3/17



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Signature of Chair of Governors:.....

Date: 13/3/17

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