

# Anti-Bullying Policy



## Redbridge Community School

**Approval granted; subject to full ratification,  
after further consultation**

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Redbridge Community School has four school values that establish and maintain our strong culture and sets expectations on how students will behave in their day to day relationships. There are:

**Aspiration:** To aim high, to be better, set goals and achieve them.

**Respect:** To build relationships with a range of people in the school where difference is celebrated; whether this is race, religion, gender, LGBT+, disadvantaged, disability or SEN.

**Opportunity:** To provide opportunities in academia, social, cultural and vocational for every student regardless of characteristics.

**Excellence:** To pursue the challenge of self-reflection, action and personal journey to better.

This policy, whilst linked to all values, is focused on respect.

## **Schools Response to Anti-bullying**

Bullying is a sad fact of modern life and can have a devastating effect on the lives of the people involved. Redbridge Community School is committed to providing a caring, friendly and safe environment for all our students so they can learn in a relaxed and secure atmosphere and these support our four school values.

Bullying of any kind is unacceptable at our school and this policy sets out what bullying is and what it is not.

We encourage students to tell someone in school when they are in difficulty, without fear of repercussions. A student can report a concern to any member of staff. To mitigate and support safety in the school, duty points are reviewed termly and CCTV cameras record all areas of the school to support the safe culture in the school.

### **What is bullying?**

Bullying is anything someone does with the intention of singling out and hurting another person and this bullying is something that is persistent and on-going over a period of time.

From time to time, students fall out with their friends. When some of these falling outs occur it can end up in a fight or an exchange of unpleasant words. This is not bullying, but the school will seek to address any incident in a restorative way before the behaviour policy is applied.

### **What can bullying involve?**

Physical (this may include punching, striking, spitting, damaging property)

Verbal (this may include name calling, teasing, threats, and spreading rumours)

Sexual (this may include inappropriate sexual behaviour or comments)

Social (this may include being left out of groups)

Technological (this may involve social networking sites, messaging services)

Psychological (Leaving students out, gas-lighting)

### **Advice to students**

What do I do if I feel that I am being bullied?

Tell someone – the more people you tell, the more the message will be understood. Do not give up on this.

Tell your tutor, teacher, parent/carer, or other responsible adults that you trust

If the person you want to tell is very busy (this does happen), arrange a time and a place for you to meet with them

Remain calm and avoid retaliating

Minimise opportunities, such as surrounding yourself with friends

## **Advice to parents / carers**

How do I know if my child is being bullied?

You will know your child better than anyone else. Whilst, as parents/carers, you should trust your instincts, the following list may help you identify a problem:

- Sudden desire to stay at home (claims of illness, frightened)
- Truancy (from school or lessons)
- Calls from teachers informing you of a slip in academic achievement
- Emotional outbursts that are out of character
- Lacking confidence/becoming withdrawn
- Sleepless nights connected to tiredness in the morning
- Self-harming, or unexplained marks on the body
- Ongoing requests to provide more pocket money than normal
- Body language becomes defensive
- Unexpected personality change
- Reports that they are bullying others
- Refusal to say what is wrong
- Shows a lack of interest in using their mobile phone or the internet
- Theft
- Weight loss, or weight gain
- Hides behind 'stories' instead of the truth

## **What can I do if my child is being bullied?**

Contact your child's tutor or Head of Year – please bear in mind that this may be the first time that they have been made aware of the concern-You must therefore, as far as possible:

- Provide any details you can (e.g. names/descriptions, times, locations, frequency).
- Provide any evidence you can (e.g. text messages, reliable witnesses)
- Reassure your child that it is not their fault. It is never the fault of the victim
- A bully easily gets bored, so develop positive strategies that discourages interest
- Encourage your child to extend their friendship group, by attending one of Redbridge's many extra-curricular clubs
- Encourage your child to do something that they feel good at and build up their self-esteem
- Calmly talk to them about their feelings and how they feel
- Encourage your child NOT to retaliate: it will not help the situation and may encourage behaviour different to their nature

## **What can I do if my child is bullying other students?**

Explain to your child that their actions are unacceptable

Remember that bullies need help too, so encourage them to be honest

Talk to them: Why do they do it? How do they feel about themselves? How would they feel if they were treated this way?

Establish when the bullying takes place, who is being targeted, why they are being targeted, what happens

Arrange to meet with your child's tutor or Head of Year to discuss how this can be managed

Remember that children copy behaviour. Treating your child severely, to make them conform, may make the situation worse

Chat to your child when they return home from school each day and praise their positive actions (e.g. where they have been kind to others)

## **Absence**

Under no circumstances should a child be kept off school if they are a victim of bullying or a parent disagrees with a sanction. All parents/ carers are required to keep communications open and to work with the school for a return. Where students are kept off school without agreement, this will be unauthorised.

## **Management**

The Redbridge Community School Approach

All staff encourage positive behaviour by modelling it themselves

Everyone in the school views the removal of bullying as a mission to be shared

Anti-bullying and bullying awareness days are woven into the school's curriculum, in assemblies and PSHE

Surveys are conducted to develop an understanding of bullying and how it affects bullies and victims  
'Eyes in the Sky' integrated CCTV system (over 100)

We encourage students to discuss their problems and report any bullying incidents immediately to an adult: the more people who are informed, the more the message will be driven home

Incidents are recorded by staff and logged

In most cases we encourage the bully to face his/her victim to discuss a way forward

In more serious cases or if the problem persists parents will be informed

## **Outcomes**

All reported cases of bullying will be treated extremely seriously and may include one or several of the following.

If possible, the students will be reconciled within our restorative practice sessions.

The bully/bullies will be asked to genuinely apologise and assure the victim and member of staff that it will not happen again, and if it does reoccur, sanctions will escalate

Placed on report

Detention

Time in Alternative Exclusion Room

Actions explained to the police

In a more serious or continued case suspension will be considered

Victims will be given strategies in order to move forward themselves

## **Restorative Practice**

The school will, in most cases, ask the students to complete a 'restorative meeting'. The students involved will be asked to attend a meeting to share how they feel and talk openly to each other. These sessions will be moderated by a member of staff.

- The environment will be conducive to discussion, openness and transparency.
- Once all parties have had an opportunity to speak, agreed actions will be agreed and recorded as action points.
- A student could be referred to our internal inclusion team including Girl Excel.

Repeated bullying may result in additional measures being taken by the school using other sections of the Behaviour Policy.

Issue of child on child sexual abuse/ harassment is treated under our safeguarding policy.

After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure the bullying is not repeated.

### **Equality Act 2010**

The Equality Act 2010 sets out the types of characteristics that are protected under this legislation. This includes sexuality and sexual orientation, race and disability. If the school has evidence that the bullying is a consequence of a protected characteristic, this could then be escalated to a more severe punishment of the aggressor does not engage satisfactorily with our restorative practice. All incidents of bullying are also recorded.

### **Monitoring**

This policy will be approved annually by the governing body. In addition:

- Students will be surveyed on bullying in the school.
- Students will be surveyed on locations they feel safe/ less safe.
- Incidents recorded on our system and where possible will be quality assured.