



DOCUMENT CONTROL

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Version	Date	Comments	Author
1	April 2014		Ros Farrell, Head
2	April 2017		RF, Head
19.1	April 2018		Emma Garnett, Head

Redfield Educate Together Anti-Bullying Policy

Definition of bullying

Bullying is behaviour which is intended to hurt, threaten or frighten someone else. It damages individual children.

It is deliberately hurtful behaviour repeated over a period of time. We define bullying as aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms. It is difficult for victims to defend themselves against it. Bullying can include (this is not an exhaustive list):

- Name calling
- Verbal harassment
- Malicious gossip
- Teasing
- Intimidation
- Ganging up on an individual
- Ostracising
- Theft
- Damaging someone's property
- Violence and assault
- Jostling, pinching and kicking
- Extortion
- Cyber bullying
- Racism
- Disability harassment
- Homophobia

This policy takes particular regard for bullying behaviours that are associated with discriminatory attitudes including those on race, ethnicity, culture, nationality, religion, age, ability, gender, sexual orientation, social background family or marital status.

The Academy owes a duty of care to protect pupils from bullying as part of its responsibility to provide a safe and secure environment for them.

Sections 3 (5) and 87 (1) of the Children Act 1989

Section 175 of Education Act 2002

Section 157 of Education Act 2002

Bullying is taken very seriously and is not acceptable behaviour. Every incident of alleged bullying will be discussed with all the children concerned and the member of staff will decide as to whether the incident does constitute bullying. Bullying is a word often used loosely by children to describe an argument between two pupils. When a more serious incident has occurred or bullying is persistent, the Headteacher will inform parents and it may lead to exclusion.

Strategies to combat bullying

The academy will annually spend time considering this area. The Learn Together curriculum and ethos work will cover this. This raises awareness about bullying, increases understanding for victims and teaches pupils about relationships. This learning continues throughout the year in the Educate Together curriculum. All staff encourage children to report any perceived incidents of bullying.

We also incorporate:

Befriending	Buddy classes across year groups
Circle of friends	As and when needed
Support groups	As and when needed
Mediation by adults	Teachers and TAs available, and children have personal journal type communication with staff
Mediation by peers	Peer mentors as and when needed
Assertiveness training groups	As part of PSHE lessons

Dealing with bullying incidents

- Suspected bullying should never be ignored
- Staff should not make premature assumptions
- All accounts of the incidents should be listened to
- The academy should adopt a problem-solving approach which encourages pupils to find solutions rather than simply justify themselves

The Academy will keep records of all incidents on c-poms (online Child Protection and Safeguarding software) along with the academy's actions.

Staff need to be vigilant as some parts of the academy premises are considerably more likely to be the locations where bullying behaviour takes place:

- Toilet areas
- The playground
- Areas hidden from the main part of the academy