



**Reynalds Cross Vision:**

*To be the best of the best; to be a place where "Every Individual" really does matter, to maximise independent learning and enjoyment in line with school aims; and to be a, positive, happy and fun learning environment with outstanding features.*

# Anti-bullying Policy

**Date adopted: 19<sup>th</sup> October 2021**

Signed: \_\_\_\_\_  
Chair of Governors

**Next Review date: October 2022**

Signed \_\_\_\_\_  
Head Teacher

**Curriculum Coordinator: Dawn Brettell**

**PSHE Coordinator: Sue Townsend**

## **Introduction**

Reynalds Cross School strives to provide a safe and secure environment for all pupils to achieve and it upholds the principle of *“Every Individual really does matter”* (Reynalds Cross Vision)

The Department for Education defines bullying as:-

*“Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”.*  
(DfE *“Preventing and Tackling Bullying”*, November 2014)

### **Bullying can be:**

- Physical – any use of violence/theft.
- Verbal – name calling, spreading rumours, teasing.
- Racist – racial taunts, graffiti, gestures.
- Religious – disrespecting other’s religious beliefs.
- Sexual – unwanted physical contact/sexual comments.
- Emotional – being unfriendly, tormenting.
- Homophobic – because of, or focussing on the issue of sexuality.
- Transphobic - because of, or focussing on the issue of transgender.
- Cyber – threats, teasing, chat room, camera and videos.

As a school we believe that all pupils should learn and play in a supportive, caring and safe setting without the fear of being bullied. Bullying can take place between pupils, between pupils and staff or between staff.

### **Bullying of any kind is unacceptable at our school.**

At Reynalds Cross it is important to clarify that bullying is **not**:

Behaviours as a result of a pupil’s specific learning difficulties. These behaviours may be as a means of communication, due to frustration, as part of the child’s developmental pathway or from not being able to communicate wants and needs effectively.

This particular Policy addresses bullying which has an impact on pupils. Issues relating to staff will be managed in other policies for example the Personal Conduct Policy.

## **Aims**

The aims of this policy are to:

- Set out the school approach, roles and responsibilities with regard to all student-bullying matters.
- Prevent the effects of bullying in any form.
- Adopt a consistent approach to dealing with incidents of bullying.

- Create an emotionally safe environment where positive relationships can develop.
- Ensure that all parents and staff are aware of this policy and their roles and responsibilities in contributing to its success. (This policy is on the School website.)

## HOW TO RECOGNISE BULLYING

It may not always be possible for a pupil to inform staff that they are being bullied or even to recognise that they are a victim of bullying.

Staff should be vigilant of a pupil's behaviour and relationships with their peers.

A pupil who is being bullied may display a change in behaviour such as:

- not wanting to come to school
- becoming withdrawn, anxious or lacking in confidence
- stopping eating
- reluctance in communicating with staff
- becoming unusually aggressive or disruptive
- regularly requesting the toilet or other reasons to leave the classroom
- or any change in behaviour may be an indication of the pupil experiencing difficulty.

## RESPONSIBILITY

At Reynalds Cross it is the responsibility of **all staff** to ensure the safety and well-being of our pupils.

It is staff's duty to report any suspicions of bullying to their line manager who should take these concerns seriously. Staff should also complete a "My Concern" log to this effect. It is their responsibility to inform the Head Teacher/Senior Leader of these concerns who, in turn, will report to governors via the Head Teachers report.

These reports should be investigated and dealt with as appropriate, following the guidelines of this Policy.

## PREVENTATIVE MEASURES

- Make clear to all pupils, staff and parents about the school ethos which does not tolerate **any** kind of bullying.
- Take action to address any kind of bullying immediately.
- Use the PHSE and Citizenship Curriculum to make pupils aware of what is and is not acceptable behaviour.
- Always inform the Class Teacher of any concerns regarding bullying and keep brief records if necessary. (Staff should complete My Concern behaviour logs.)
- The Class Teacher must keep the Senior Leadership Team informed of any concerns of bullying that may be occurring.
- Where appropriate, communicate with parents and provide a consistent strategy.

- Use teaching strategies such as stories, role play and group discussion ensuring pupils receive an appropriate level of support.
- If necessary, draw up individual behaviour plans and manage conflict peacefully using de-escalation strategies in line with Team Teach.
- Where necessary seek advice from outside agencies to support and enhance teaching strategies when dealing with these matters.
- Communicate with others involved with the children during the school day e.g. transport escorts, dinner staff.

### **Monitoring**

It is the responsibility of the Head Teacher and the Governing body to ensure that this policy and the procedures for dealing with incidents of bullying are evaluated and updated every year.

The effectiveness of this policy will be monitored and evaluated through discussion amongst department and senior leaders and also the curriculum and PSHE coordinator.

The Anti-Bullying Policy will be reviewed annually in the light of those discussions and will also take into account national and local policy. Information from the monitoring activities detailed in this policy will be reported to the Learning and Pupil Progress committee of the Governing Body.

### **Resources**

Various resources are available on the internet to support teaching about bullying however they may need adapting to suit the needs of our pupils.

Two useful websites are:-

[www.twinkl.co.uk/resources/pshe/relationships/bullying-resources](http://www.twinkl.co.uk/resources/pshe/relationships/bullying-resources)

[www.primaryresources.co.uk/pshe/pshe1.htm](http://www.primaryresources.co.uk/pshe/pshe1.htm)

### **Useful References to support this Policy**

Personal Conduct Policy

Behaviour and Safety Policy

Employee Code of Conduct Policy

Whistle Blowing Policy

Dealing with Allegations of Abuse against staff Policy

Disciplinary Policy & Procedures