

THE NEW RUSH HALL SCHOOL

ANTI-BULLYING POLICY

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THE NEW RUSH HALL SCHOOL



A London Borough of Redbridge School

New Rush Hall School Anti-bullying Policy

Statement

At New Rush Hall School we aim to provide an environment in which individuals feel safe, valued and special, where they have the potential to thrive and make a positive contribution to the school community, their local community and society as a whole, in order to achieve personal success and enjoy a healthy lifestyle.

Bullying is deliberate, intentional behaviour which can be repeated over a period of time with intent to cause harm. It is an imbalance of power of the bully over the victim, who finds it difficult to stop the bullying or to defend themselves. It affects victims and witnesses who may fear retribution if they tell.

Bullying can occur in a variety of relationships - child to child, adult to child, adult to adult. It can be physical, verbal, psychological, institutional, group intimidation, cyber generated, racially orientated or sexually orientated. Cyber bullying includes social networks, email and texting. Any incidences of bullying may result in a pupil being excluded.

Bullying and its effects can only be measured by the degree of hurt experienced by the victim. The long-term effects can ruin lives. It denies victims access to equal opportunities.

Bullying can be self- generating and bullies in one situation may be victims in another.

At New Rush Hall School we aim:

- To challenge all forms of bullying
- To support the victims of bullying
- To support bullies to change their behaviour
- To raise awareness of bullying and its affects amongst students and staff.

Strategies

Staff, students, parents and carers and the school governors will be consulted in the development of the policy document.

Staff will use specific curriculum areas in tutorials, individual mentoring sessions (SEAL) and assemblies, for example to raise awareness and help pupils to improve their self-esteem, understand their feelings and develop skills such as conflict resolution and assertiveness.

We will also raise awareness through events such as anti-bullying week, display posters and tutor group work to consolidate the implementation of the policy. We will also record incidents in order to regularly monitor and evaluate effectiveness of the policy and its procedures.

SECONDARY PROCEDURES for dealing with Bullying and Racism

Challenging racism and bullying is part of the broad educational provision at NRHS, both within and beyond the formal curriculum. These issues are dealt with as specific behaviours requiring particular management procedures.

Any form of negative behaviour designed to denigrate or humiliate another member of our community, physically or verbally, is usually an indication that the perpetrator her/himself is feeling denigrated or humiliated. Our response is to support the victim and the perpetrator.

If appropriate, the perpetrator should be removed from the situation. Staff should ascertain why the behaviour arose. The cause may be unrelated to the victim, or even to events within the school. The perpetrator should be given advice and support regarding the cause of their anger. However, they will need to accept that their actions were inappropriate and unacceptable and there will be a consequence and reparations will be necessary.

The victim will be supported either within the current activity or elsewhere if more appropriate. They may return to their group when they feel ready.

Any incidences of bullying will be recorded on a Serious Incident Report. If the incident is serious, pupils will be excluded immediately and given a time to return with a parent/carer. All pupils are expected to make a public apology by way of reparation.

Students have the facility on their daily performance card to indicate if they have been bullied on that day, which alerts tutors to possible problems. Any pupil suspected of

being a victim of bullying, or reporting an incident of bullying, must be given an opportunity to discuss details with a member of staff.

Victims must be listened to and their views valued. Staff should enquire if parent / carers are aware of the problem and, in consultation, decide on the best course of action.

Staff must use discretion. If the physical wellbeing of the victim is directly at risk, they must be offered support, which ensures their personal safety e.g. escorting to a place of safety, offering a 'safe haven' at times of risk.

Support strategies include:

- Access to a chosen adult advocate / mediator
- Access to guidance as to how to deal with the bullying
- The opportunity to find a resolution through discussion with bullies
- The opportunity to discuss with peers through school council representatives

Staff must always follow up this initial discussion in order to ensure the victim feels supported. Staff must make other staff aware of the problem so that they may also monitor future events.

Procedures for dealing with incidences of bullying in the Primary Department

Primary (Key Stage Two, KS1 and Foundation Stage)

When a pupil is found to be involved in bullying another the following steps will be followed:

- If necessary the pupil will be taken in immediately if the incident has happened outside, or removed from class if the incident has happened there.
- A member of staff to talk to the alleged perpetrator and witnesses to clarify the facts.
- A member of staff to talk to and comfort the victim and again clarify the facts.

If it is then clear that an incident of bullying has occurred, as defined by the anti-bullying policy:

- The incident is recorded in the pupil's behaviour log on Arbor.
- Parents/carers to be informed in the home record and if felt necessary, by phone.
- Perpetrator to miss the next two consecutive playtimes, i.e. play for 24 hours.
- When the victim agrees, a closely supervised meeting to be arranged between the perpetrator and the victim to agree on how the conflict can be resolved and the perpetrator to be given the opportunity to make an appropriate apology.
- All pupils to be made aware that procedures are being followed after an incident of bullying.

If an incident of bullying has been reported on transport to or from school the above procedures should be followed.

If a **second** incident of bullying should occur **within a week of the first**, the above procedures should be followed except that a letter will be sent home informing parents/carers of the incident and that any future occurrence within that week may result in an exclusion.

If a **third** incident of bullying occurs **within a week of the first**, the perpetrator will be excluded (internally if appropriate), the length of the exclusion to be determined by the Head of School. The above procedures will also be followed when the pupil returns to class.

If a pattern of bullying of any kind has been noted which has not resulted in exclusion, then this could happen after two incidents in the week at the discretion of the Head of Department or Head of School.

Early Years

The above procedures should be followed as much as possible but can be adapted to meet the needs of individuals. Sanctions can be changed to give them more meaning to the pupil. Any patterns of bullying will be communicated to the pupil's mainstream school.

Monitoring and evaluation

- This effectiveness of this policy and its procedures will be reviewed annually through consultation with staff, pupils, parents/carers and Governors.
- All new pupils will be made aware of the policy and how we deal with incidents of bullying