Anti-Bullying Policy

2026 – 2027

Approved by:	Full Governing Body
Date:	November 2026
Review:	November 2027
Signed:	Chair: Mr. P Wears and Mrs. S Kosar

Reddal Hill Primary School is a caring and friendly school. We do not agree with bullying and strongly believe that every child has a right to feel happy and safe. Reddal Hill is devoted to creating an environment where both pupils and staff feel safe, supported and fully alive.

In order to achieve this, we are taking a stand against bullying with the intent to reduce and eradicate, where possible, instances in which pupils are subject to any forms of bullying.

NO ONE DESERVES TO BE BULLIED

Aims of this policy:

The key objectives of this anti-bullying policy are to ensure:

- All governors, teaching and non-teaching staff, pupils and parents will have an understanding of what bullying is;
- All governors, teaching and non-teaching staff and volunteers will know what the school policy is on bullying, and follow it when bullying is reported;
- All pupils and parents will know what the school policy is regarding bullying, and what they should do if bullying arises;
- That as a school, we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported; and
- Bullying in any shape or form is not tolerated.

What is Bullying?

DFE guidance (2017) defines bullying as "... a behaviour by an individual or group, **repeated over time,** that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated

by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority."

Reddal Hill Primary School will not tolerate bullying related to protected characteristics including race, religion or belief, disability, sex, sexual orientation, gender reassignment, pregnancy and maternity. Such incidents will be addressed promptly and may also be recorded and monitored as prejudice-related incidents.

Bullying can be:

- Verbal – name calling, insulting, making offensive remarks.
- Physical – hitting, kicking and taking others belongings.
- Social / non-verbal – excluding people, offensive gestures, and unpleasant notes.
- Emotional – personal comments, graffiti, making someone feel isolated/unhappy.
- Cyber Bullying – online bullying
- Racial and homophobic bullying.
- Peer on Peer abuse

The school recognises that bullying can occur online through social media, online gaming, messaging services and the sharing of images or videos. Where online behaviour impacts the safety and wellbeing of pupils within school, it will be investigated and addressed in line with this policy and the Behaviour Policy.

Bullying rarely takes place between a 'victim' and a 'bully' alone. It tends to be a group behaviour. Others can have a significant influence on the outcomes of behaviour among children and young people intentionally or otherwise. Please see the image below that identifies the possible different roles that can occur during a bullying incident. We ensure that our pupils are made aware of this group behaviour in an attempt to eradicate such incidents.



www.anti-bullyingalliance.org.uk

Reddal Hill Primary School recognises that children can be vulnerable but also capable of abusing their peers. We take such abuse as seriously as abuse perpetrated by an adult. This includes verbal as well as physical abuse. Child on Child abuse will not be tolerated or passed off as part of "banter" or "growing up".

We are committed to a whole school approach to ensure the prevention, early identification and appropriate management of Child on Child abuse within our school and beyond. In cases where Child on Child abuse is identified, we will follow our child protection procedures, taking a contextual approach to support all children and young people who have been affected by the situation.
We recognise that Child on Child abuse can manifest itself in many ways and examples of this can be found in our Safeguarding and Child Protection Policy.

Signs of bullying:

Rather than telling an adult, children may indicate that they are the victims of bullying by signs and symptoms. Adults should be aware of these possible signs and should investigate if a child:

- Is frightened of walking to or from school
- Changes the usual routine
- Is unwilling to come to school
- Becomes withdrawn, anxious or lacking in confidence
- Cries themselves to sleep or has nightmares
- Feels ill every morning
- School work begins to have a decline
- Comes home with clothes or possessions damaged
- Starts stealing money
- Has dinner or other money 'lost' frequently
- Has unexplained cuts and bruises
- Comes home starving [more so than is usual]
- Becomes aggressive or unreasonable
- Is bullying siblings or other children
- Stops eating
- Is frightened to say what is wrong
- Is afraid to use the mobile phone [or internet]

What do we do at Reddal Hill to prevent / stop bullying?

- We have a set of school rules that strongly supports our stand against bullying. Where these rules are not followed, consequences we take place. (See behaviour policy).
- We have an anti-bullying week every year that focuses on teaching children about bullying. It teaches the children what do if they are bullied as well as how they, themselves, can prevent bullying incidents.
- We discuss bullying behaviour during our Physical, Social, and Health Education (PSHE) lessons to remind the children that bullying is not acceptable.
- We have half termly Anti-Bullying assemblies to remind pupils what bully is, how we can prevent incidents from happening, and what to do if we know bullying is happening.

- Teachers are trained to safeguard pupils and keep them safe in school. They are continuously monitoring behaviour within their classroom and outside on the playground.
- Midday Supervisor Assistants (MSA) are trained in spotting negative behaviours outside on the playground.
- Pupils are taught to tell a trusted adult when they feel like they are being bullied. These incidents are taken seriously and will be investigated thoroughly.
- Bullying incidents that are reported are logged securely, and then monitored regularly to prevent any reoccurrences.
- We celebrate differences by recognising various celebrations in different cultures and the teaching of religious beliefs.
- All pupils at Reddal Hill are taught about how to keep safe online in computing lessons. These lessons are appropriate to modern technology and are age specific and progressive.
- Peer Mediation programme is used to resolve conflict in the playground.
- Playground Buddies scheme is used to facilitate appropriate play in the playground.

What do we do at Reddal Hill if a bullying incident has been disclosed:

When managing incidents, we aim to:

- Remind children they have a right to feel safe in school. Help children to understand the difference between thoughtlessness, meanness and bullying
- Provide a safe and secure environment where pupils can report and share.
- All bullying incidents will be listened to and recorded by the trusted adult.
- The incident will be discussed with a designated safeguarding lead.
- The incident will be investigated promptly and sensitively.
- Parents will be informed and asked to attend a meeting to discuss the problem.
- The victim of bullying with be supported and monitored after the disclosure.
- The perpetrator will be supported in order to attempt to change their behaviour.

- A monitoring period will take place, whereby coaching, class meetings, mediation, PSHE lessons or other strategies for support are put in place for all involved.
- Following the period of monitoring, a review will be arranged where all those involved in the incident will meet again to feedback. The review date will be shared with parents who will have the opportunity to feedback and then be informed of the outcome of the review. If there has been no repetition of the incident or related unacceptable behaviour then the matter will be closed and recorded as such.
- School will follow the behaviour policy to reprimand bullying behaviours. (See behaviour policy)
- All incidents will be recorded and monitored regularly to ensure that there are no reoccurrences.
- If bullying is suspected or reported by a witness we will talk to the suspected victim, the suspected perpetrator and any witnesses.

For Pupils:

Remember that your silence is the bully's greatest weapon.

- Tell yourself that you do not deserve to be bullied and that it is WRONG.
- Be proud of who you are - it is good to be individual.
- Try not to show that you are upset. This is hard but a bully thrives on someone's fear.
- Stay with a group of friends / people.
- Be assertive – shout "NO!" Walk away confidently. Go straight to an adult and tell them.
- Generally it is best to tell a grown up whom you trust straight away. They will support you. Teachers will take you seriously and will help to stop the bullying without making things worse for you.
- If you have a worry about bullying use our worry monster so your voice can be heard.

IF YOU KNOW SOMEONE IS BEING BULLIED:

- Take action. Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and alone.

- If you feel you cannot get involved, tell a grown up straight away. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be friends with a bully.

For Parents / Carers:

- Look for unusual behaviour in your children. For example, they may suddenly decide they do not wish to attend school, they may feel ill regularly or not be doing as well with their work.
- Always take an active role in your child's education. Ask how their day has gone, whom they played with etc.
- If you feel your child may be a victim of bullying behaviour, please let the school know.
- Your concern will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your child that there is nothing wrong with him / her. It is not his / her fault that they are being bullied.
- Make sure your child knows our policy on bullying and that they need not be afraid to ask for help.
- If you suspect your child is bullying another child, please speak to your child about this and speak to a member of staff. We will try and support you through this situation.
- Please speak to a member of the Senior Management Team if you want to know more information about Child-on-Child abuse

Addition Support for Pupils and Parents		
Anti-Bullying Alliance (ABA)	0800 1111	www.anti-bullyingalliance.org.uk
National Bullying Helpline	0300 323 0169 or 0845 22 55 787	www.nationalbullyinghelpline.co.uk
CEOP	N / A	www.ceop.police.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
The Parent Zone	020 7686 7225	www.parentzone.org.uk
CEOP Education Programme (Previously named Thinkuknow)	N/A	https://www.thinkuknow.co.uk/
Kidscape	0300 102 4481 or WhatsApp 07496 682 785	www.kidscape.org.uk
NSPCC	0808 800 5000	www.nspcc.org.uk
Youngminds	0808 802 5544,	www.youngminds.org.uk
UK Safer Internet Centre	N/A	www.saferinternet.org.uk