

## ANTI BULLYING POLICY

<b>Policy owner</b>	RSSKL - Principal
<b>Policy lead</b>	DSL
<b>Audience</b>	All staff
<b>Legislation and regulation</b>	
<b>Formally endorsed by</b>	Board of Trustees
<b>Endorsement date</b>	February - 2018
<b>Next review</b>	February - 2020

This policy is in reference to The Equality Act 2010

Policy review: This policy will be reviewed in full every two years.

## STATEMENT OF INTENT

RSSKL has a strong ethos which promotes tolerance and respect, including respect for difference and diversity. It is our firm intention to ensure that bullying is seen as anti-social and totally unacceptable.

Students can feel totally at ease with approaching any member of staff about being bullied or friends of the victim can inform any member of staff.

## WHAT IS BULLYING?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can take many forms and may be one/more of the following examples. This list is by no means exhaustive:

Physical- pushing, kicking, hitting, pinching or any other forms of violence.

Verbal- name calling (due to weight, height, appearance, family etc.); sarcasm, spreading rumours; threats, e.g. to obtain money or possessions.

Emotional- excluding (e.g. from friendship groups); tormenting (e.g. hiding books or possessions); ridicule or humiliation.

Cyber bullying- this is increasing common and can involve people receiving threatening or disturbing messages from possibly anonymous perpetrators. Possible misuse of technology may include:

1. Mobile Phones
  - Unpleasant text messages
  - Taking and sharing humiliating images
  - Videoing other people being harassed.
  - Photographing people (including teachers) without their consent.
2. Chatrooms and Message Boards
  - Sending anonymous or threatening messages
  - Groups of people victimising individuals
3. Email
  - Sending unpleasant or threatening messages Forwarding unsuitable content including images. Accessing someone else's email.
4. Social Network Sites:

- Posting unpleasant comments and images
- Making private information public

Racist and Religious Bullying- an incident which is perceived to be racist by the victim or any other person. This can be in the form of:

- Verbal abuse, name calling, racist jokes, offensive mimicry
- Physical threats or attacks
- Wearing of provocative badges or insignia
- Bringing in racist leaflets, comics or magazines
- Inciting others to behave in a racist way
- Racist graffiti or other written insults, even against food, music, dress or customs
- Refusing to co-operate in work or play

Sexual bullying - this is generally characterised by:

- Abusive name calling
- Looks and comments about appearance, attractiveness, emerging puberty
- Inappropriate and uninvited touching
- Sexual innuendos and propositions
- Pornographic material, graffiti with sexual content
- Sexual assault

Homophobic- this can happen even if people are not lesbian, gay, bisexual or transgender. Just being different can be enough. The school has a zero tolerance of the use of the word 'gay'. This bullying can be in the form of:

- Use of homophobic language
- Looks and comments about sexual orientation or appearance
- Verbal abuse by name-calling
- Offensive mimicry
- Mockery of a person's demeanor or way of speaking
- Graffiti
- Mockery of subject and career choice.

SEN or Disability - These people are often at greater risk of bullying. This can be characterised by:

- Name calling
- Comments about appearance
- Comments with regard to perceived ability and achievement levels.

#### WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

- Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.
- The school has a responsibility to respond promptly and effectively to issues of bullying.
- All complaints regarding bullying are taken seriously and are dealt with as a matter of urgency. In deciding how to deal with the matter, the member of staff who is in possession of the information, informs the class teacher/sponsor, who then works alongside the anti-bullying officer and/or safe guarding lead and Pastoral Lead.

- All concerns to be logged onto MY CONCERNS
- Suspected and actual bullying will be dealt with in exactly the same way.

## OBJECTIVES OF THE POLICY

- All governors, teaching and non-teaching staff, students and parents/carers should have an understanding of what bullying is.
- All trustees, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All students and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## SIGNS AND SYMPTOMS OF BULLYING

A student may indicate by signs or behaviour that she or he is being bullied. Adults should be aware of these possible signs and that they should investigate if a student:

- is frightened of walking to or from school
- doesn't want to go on the school I public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner money or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money I lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other students or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and/or jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## PROCEDURES

The immediate investigation of signs or allegations of bullying which comes from a member of staff, students or parents/carers shows that the school means what it says about not tolerating bullying.

The procedures are as follows:

1. Identify a member of staff with whom the victim can talk openly.
2. Encourage the victim to co-operate fully in identifying the bullies as this is the best way of securing the victim's safety and that of others in the future.
3. Establish with the victim, as precisely as possible, what led to the 'attack' and, where appropriate, what steps can reasonably be taken to avoid similar situations in the future.
4. Interview students individually, including bystanders, where allegations of bullying are made about a group of students.
5. Ask individuals to make a written record of what was done or heard regarding the incident or offer support to scribe the incident for those who feel less able or are not confident enough to complete the task.
6. The Bullying Incident Record should be filled in by the member of staff conducting this interview.
7. Bring the victim and the alleged bully or bullies together at certain points in the enquiry (but with their permission), if this is deemed to be in the best interest of the victim.
8. Make it clear that close supervision is to be maintained while the investigation continues and that any further attempt to intimidate the victim will result in immediate sanction.
9. Involve the parents/carers of the alleged bully or bullies in the investigation to question their daughter/son, about their role, if any.

School Action:

1. The bully and the bullied should be interviewed separately at first by anti-bullying officer/DSL, often alongside the Class Teacher/Sponsor, or by a member of staff in whom the victim has the most confidence.
2. The action taken will depend on a number of factors, including the nature of the bullying and the circumstances leading up to it (personal or otherwise).
3. Extreme bullying may call for a fixed term suspension or permanent exclusion.
4. When students return to school they may need to confront their own behaviour with the help of Student Support, or a member of staff they trust, alongside the Safe Guarding Lead or Anti-Bullying Officer. The focus here is on trying to get the bully to identify with the victim and to understand the distress caused as a basis for a genuine apology.

5. Through the teaching and learning process, RSSKL encourages teachers to provide good opportunities for students to work constructively and co-operatively with each other and develop excellent teamwork.

## VALUES

1. RSSKL is extremely fortunate in having to deal with very few bullying incidents throughout the academic year. We help students to manage relationships and behaviour productively.
2. Both the bully and the bullied have equal access to Pastoral Care who will monitor incidents, and carry out 'follow-up' interviews.
3. Effective liaison with parents/carers is vital to tackle bullying successfully. We are aware of the need to involve parents/carers early on in order to explain the situation. If there is bullying involved, parents/carers need to be kept informed at every stage of the process.
4. The school reserves the right to take appropriate disciplinary action in any bullying case. Other appropriate responses will involve follow up work with an appropriate person. The Class Teacher/Sponsor/Kindergarten Teacher may follow up by talking to the class/classes in which the bullying has taken place.
5. A series of sessions with the bully, the bullied and their friends may well be needed in order to sort out the problem sympathetically. Mediation between the two sides can steer the case to a successful conclusion.

## PREVENTION

As and when appropriate, these may include:

- revising the expectations of students' document
- drawing up and signing a behaviour contract
- input from specialist outside agency e.g. Police Liaison Team

## WHO CAN SUPPORT?

- [nationalbullyinghelpline.co.uk](http://nationalbullyinghelpline.co.uk) [www.ecrime-action.co.uk](http://www.ecrime-action.co.uk) [www.bullying.co.uk](http://www.bullying.co.uk)  
[www.direct.gov.uk](http://www.direct.gov.uk) [www.nhs.uk/Livewell/Bullying](http://www.nhs.uk/Livewell/Bullying) [www.beatbullying.org](http://www.beatbullying.org)  
[www.supportline.org.uk](http://www.supportline.org.uk) [www.nspcc.org.uk](http://www.nspcc.org.uk) [www.kidscape.org.uk](http://www.kidscape.org.uk)
- Police School Liaison Team

## LINKS TO OTHER POLICIES

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy
- Safeguarding Policy
- The recording of Racial Incidents
- Expectations of Students