

## ANTI-BULLYING POLICY

<b>Review Body:</b>	RMET – Personal Development, Behaviour and Welfare
<b>Leadership Group Responsibility:</b>	Deputy Headteacher (Pastoral)
<b>Type of Policy:</b>	Non Statutory
<b>Reviewed:</b>	November 2019

### **Definition**

We define bullying as action or attitude that undermines the self-esteem of others such that the victims find it difficult to defend themselves.

Bullying may or may not be intentional and this will be taken into account when the school determines what is the most appropriate action.

### **Trust attitude**

The Trust will not tolerate bullying by any member of the school community. We believe that:

- \* *no one should have to suffer sexist or racist abuse*
- \* *no one should have to suffer persistent name calling*
- \* *no one should have to fear or suffer physical violence*
- \* *no one should feel victimised in any way*
- \* *it is every student's responsibility to ensure that harassment is not tolerated.*

The rule is ***if there is a problem share it.***

The following reasons why someone might be bullied have been identified:

### **Bullying around racism, religion and culture**

'Every child deserves respect and a safe learning environment whatever their racial or religious background and every child needs to learn that modern British society values diversity and mutual respect.'

### **Homophobic bullying**

Homophobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.

### **Cyberbullying**

Cyberbullying is the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else. Please note that a separate policy operates for issues of Cyberbullying and should be used in conjunction with this policy.

### **Bullying involving Children with Special Educational Needs (SEN) and Disabilities**

Children with SEN and disabilities may be adversely affected by negative attitudes to disability and perceptions of difference. They may find it more difficult to resist bullies, not understand that what is happening is bullying and have difficulties telling people about bullying.

### **Sexist, sexual and transphobic bullying**

Sexist bullying is based on sexist attitudes that when expressed demean, intimidate or harm another person because of their sex or gender. Sexual bullying is bullying behaviour that has a specific sexual dimension and may involve suggestive sexual comments. Transphobic bullying stems from a hatred or fear of people who are 'transgender', which describes people whose sense of their gender or gender identity is seen as being different to typical gender norms.

### ***The severity of bullying***

Bullying varies considerably and it is important that we distinguish between minor upsets in friendships, bossiness, and real bullying. Most students fall-out or break up with their friends sometimes and there may be arguments and even name calling on both sides. This is usually forgotten in a few days and need not be dealt with as formal bullying. However, if the name-calling persists, extends, involves other students and escalates into other hurtful behaviour then we need to know.

### ***What the Trust will do***

- All staff will be vigilant in identifying signs of bullying. These signs may include deterioration of work, spurious illness, the desire to remain with an adult or erratic attendance at school or some lessons.
- All members of the Trust community will share the responsibility for reporting suspected bullying.
- If a problem is encountered, it must be reported to a prefect or a member of staff.
- The grounds and buildings will be regularly visited by staff and prefects on duty throughout the day.
- Reports of bullying or hurtful behaviour will be recorded and followed up. The information will be passed on to an appropriate staff member e.g., Head of Year who will interview those involved and take the necessary action. ***As a rule, the Trust believes that a student must not hit, threaten, harass or set out to make unhappy any student lower down the school.*** This rests on the belief that older students in the school have a responsibility towards those younger than themselves. Any proven breach of this rule will be generally result in a temporary exclusion. However, the Trust will take seriously a complaint from an older student that there is incitement, teasing, bullying from below and will deal very firmly with that.
- Every effort will be made to protect and support the victim to try to ensure that the bullying behaviour is not repeated.
- In repeated cases of bullying, the bully and the bullied student will be asked to record the events in writing. The teachers involved will record the events in writing. The parents of all students involved will be kept informed at all stages.
- Bullying will be discussed as part of the personal and social education programme.

### ***Those who have been bullied***

***Immediately*** - students will be protected, as far as possible, from the bullying behaviour. Parents will be informed and may be asked to come into school.

***Short-term*** - parents, teachers and the child will work out appropriate strategies to help and support him/her.

### ***Those who are bullying***

***Immediately*** - bullies will be interviewed and dealt with to try to ensure that there is no repetition of the bullying behaviour. Parents will be informed and may be asked to come to the school.

***Short-term*** - parents and teachers will work with the student to help change their behaviour so that they work with others rather than bullies and intimidates.

***Long-term*** - if, following the use of all support available to the school, and after exploring a full range of options with the parents, the student is unable to behave in an acceptable manner, the matter will be referred to governors to determine the most appropriate course of action.