



Anti-Bullying Policy

Review: July 2021

Status Statutory

Introduction

Everyone at Rastrick High School will be aspirational, positive and creative members of society and will fulfil their potential, through a broad and balanced range of experiences, enabling them to develop personally, spiritually and morally.

We aim to create and sustain a community of which we all feel proud; a community which allows our children to aspire, feel safe, supported and respected. A community that respects diversity and difference and embraces the school's ethos as articulated in our Rights and Responsibilities charter.

1. What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional derogatory name-calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force
- Physical pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference
- Racist racial taunts, graffiti or gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic language because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing, abuse and threats; ridiculing an individual
- Cyber: All areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera and video facilities

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 and feel safe. Students who are bullying need to learn different ways of behaving. Each member of the school community has a responsibility to respond promptly and effectively to any issues of bullying.

2. Aims

The aims of this policy and our anti-bullying strategies are:

- To prevent occurrences of bullying at Rastrick High School
- To ensure that all stakeholders understand what bullying is and how to deal with such incidents
- To create a positive and safe learning environment for all
- To develop individual's self-esteem and respect for others
- To have a zero tolerance of incidents of bullying
- To deal with bullying by tailoring a personalised package of student support and intervention

Staff Responsibilities

- To implement procedures to confront bullying of any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action and to refer to the Achievement Team /SLT as appropriate
- To record on SIMS in the appropriate category of bullying
- To share with parents of the victim and bully, incidents of serious and /or persistent bullying
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within the relevant year group and relevant agencies when appropriate
- To promote the use of interventions which are least intrusive and most effective

Students

- As a member of the school we expect all students not to put up with any forms of bullying
- Students should report incidents of bullying to a member of staff
- Do not put up with bullies in your friendship groups
- Work with staff to support the promotion of anti-bullying

Parents

- Watch out for early signs of bullying as highlighted below
- Communicate your concerns to school

Signs and Symptoms

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

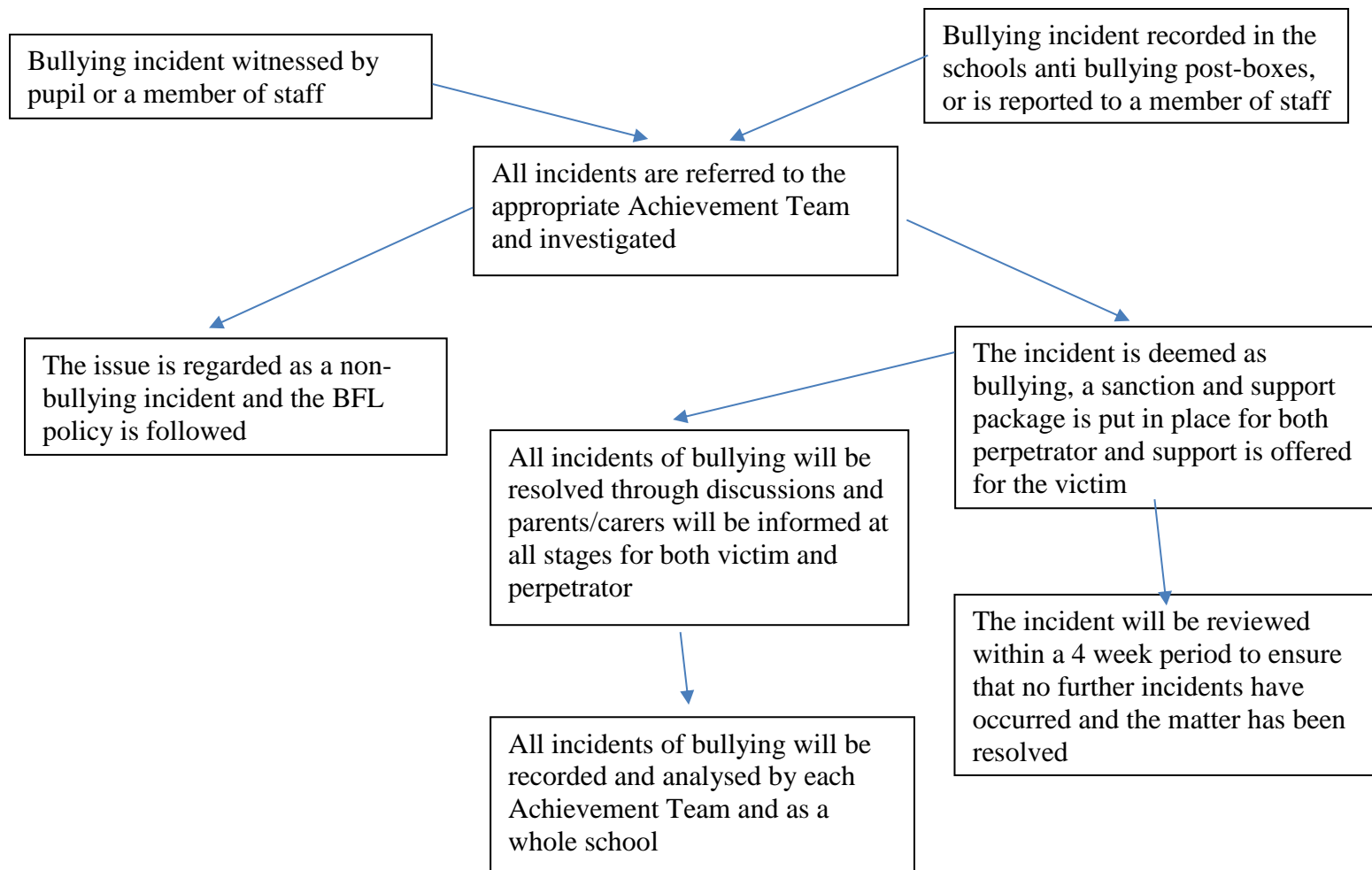
- is frightened of walking to or from their school
- doesn't want to go on their school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly on 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 lunch or other monies continually 'lost'
- has unexplained cuts or bruises
- comes home hungry (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and 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

- Report all bullying incidents to staff, Achievement Teams or SLT
- All cases of bullying incidents will be recorded by staff
- In all cases parents should be informed and invited into school to discuss, if deemed appropriate
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt to help the perpetrator to change their behaviours
- The outcomes of bullying incidents will be systematically reviewed throughout the year

Anti-Bullying procedure



Outcomes

- The bully (bullies) may be asked to genuinely apologise through a Restorative Session. Other consequences such as those in our behaviour policy may take place
- Assertive training
- Counselling
- Use of report
- Involvement of external agencies
- Monitoring by the Achievement teams
- Peer support/peer mentoring
- Formal recording
- Use of behaviour contract
- Liaison with parent/carer/social worker
- In serious cases, suspension or even exclusion will be considered
- If possible, the students will be reconciled
- After the incident/incidents has been investigated and resolved, each case will be monitored, to ensure that repeated bullying does not take place

Prevention

We will use methods for helping children to prevent bullying. As and when appropriate, these may include:

- Following the school's BFL policy
- Delivery of the tutorial programme
- Utilising Peer Mentor support
- Signing a behaviour contract
- Discussions about bullying and why it matters with a teacher, Achievement Team or another member of the support team
- Meeting with parents/carers or other outside agencies
- Involving social workers or the Education Psychologist

Helpful Organisations:

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk