



ANTI-BULLYING POLICY

Consultation History

Governors/staff/parents/students	Date
Executive (Leadership Group)	
Teaching and Non-Teaching Staff	
Curriculum Committee	
Full Governing Body	
Next Review of Policy	

The Ridgeway School & Sixth Form College

Anti Bullying Policy

Contents

Linked policies	5
Statement of Intent	5
Types of bullying	6
Aims of the policy	7
School procedures for the prevention of bullying	7
School promotion of the anti-bullying message	8
School responses to bullying	8
Working with parents	9

The Ridgeway School & Sixth Form College

Anti Bullying Policy

Linked Policies

Behaviour; Pastoral Care; Exclusions; Race Equality; Disability Equality Policy; Information and Communications Technology; Primary Liaison; Curriculum; Extra Curricular; Teaching and Learning; Health, Safety and Welfare; Special Educational Needs; E Safety Policy

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our students regardless of age, race and culture so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. That means that anyone who knows that bullying is happening is expected to tell the staff.

Bullying is ... a deliberately hurtful act, repeated over a period of time making it difficult for victims to defend themselves against ... (DfES Don't Suffer in Silence)

The Ridgeway School & Sixth Form College aims to ensure that all pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is any of the following types:

Physical: Hitting, pushing, kicking, tripping up, punching, spitting, threats, being touched against one's will.

Verbal: Name calling, teasing, taunting, insulting families, unkind remarks about someone's work, making fun of others, whispered comments, spreading nasty or false rumours, unkind comments about personal appearance, school achievements, disabilities.

Emotional/Silent: Deliberate exclusion from social groups, stalking, rude gestures, ignoring, being sent unpleasant notes or made the subject of graffiti, incitement of other to become involved in bullying.

Technological (Cyber Bullying): Offensive/threatening messages either by text or through Social Networking sites

Racist: Racial taunts or remarks or any other negative comment about someone's religion or background.

Sexual: Unwanted physical contact or sexually abusive comments

Stealing/Damaging: taking or borrowing things from someone without permission, careless or reckless breakage of property, hiding possessions.

In order to eradicate bullying, the school promotes an anti-bullying ethos with the intention of safeguarding pupils' rights and deterring unkind behaviour. The school raises the awareness of the nature of bullying through the curriculum, Personal Development, mentoring and assemblies. As well as establishing an anti-bullying ethos, the school will respond to incidents of bullying using agreed procedures and deploying appropriate resources. The school actively participates each year in National Anti-Bullying Week

Aims of the Anti-Bullying Policy in Summary:

- To provide a school environment where bullying is not tolerated and students feel safe to tell someone, whether another child or an adult, if they are being bullied. This includes instances of racist bullying.
- To promote an anti-bullying message through the academic and pastoral curriculum and to encourage all members of the school to act with tolerance, courtesy and consideration to others at all times.
- To respond to all reported incidents of bullying as quickly as possible using all appropriate resources to achieve positive outcomes.

School Procedures for the Prevention of Bullying

All staff are expected to be vigilant in checking for signs of changes in student behaviour that may be indicative of bullying. In particular, staff look for:

- patterns of non-attendance and truancy
- previously extrovert pupils becoming withdrawn
- pupils unwilling to take part in group work
- signs of physical interference
- loss of equipment or personal items
- students who may be vulnerable to bullying

How the School will work to promote the anti-bullying message:

- All staff will praise and encourage co-operative caring behaviour
- Staff will promote positive relationships by showing, through their own behaviour, that it is better for everyone to respect and care for each other
- Staff will provide an environment where children feel accepted and valued.
- Staff will promote anti-bullying strategies across the academic and pastoral curriculum.
- Staff will use assemblies and mentoring themes to promote anti-bullying
- Each subject team will, where appropriate, incorporate the anti-bullying message into their teaching
- Staff will encourage pupils to report any bullying, either of themselves or others
- Anti-bullying posters will be on display around the school
- All pupils are encouraged to take part in extra curricular and enrichment activities which encourage self-esteem

School Responses to bullying:

(i) Staff will treat all allegations of bullying seriously. Staff will deal with incidents of bullying in the first instance if they see it occur in their classroom or around the school. They will then inform a member of the Pastoral Team (usually the Year Leader) so that the incident can be investigated and appropriate action taken. All instances of bullying are recorded in a central log. Ethnicity of victims and perpetrators is also logged. Incidents that are not judged to be of a bullying nature but worthy of note are also recorded. Bullies may be dealt with, through:

- Punishment (detention, isolation, exclusion)
- counselling
- contact with parents
- confrontation with their victims (restorative justice)
- contracts agreed and signed by pupils and parents, agreeing the need to leave victims alone and establishing what sanctions will take place if there is a

recurrence of bullying incidents

- Removal from the School ICT System or Frog (for Cyber bullying)

(ii) Victims are helped through:

- counselling
- reassurance, assertiveness training and confidence building
- enlisting the help of sympathetic peers, friends, older pupils, Coaches, Peer Mentors, Prefects
- occupying time e.g. through extra curricular activities
- provision of safe havens during break times and lunchtimes
- being able to nominate a member of staff in whom they might confide
- Referral to Outside Agencies if appropriate
- Restorative Justice

(iii) Pupils are encouraged to:

- tell someone e.g. parents, Mentor, Head of Year if they are being bullied
- not to blame themselves for being bullied
- walk away from any dangerous situations and get help
- be friendly towards people who they know are being bullied
- not to join in any bullying
- let an adult know if they see or know of somebody being bullied
- Report bullying at the Key Stage Offices or by filling out a form which is outside the office.
- Report any Incident of Bullying on Frog using the "Report Bullying" button

(iv) Pupils who bully can expect to:

- explain their behaviour to their Head of Year
- write an account of what they have done
- have their parents informed
- have details of their involvement in bullying included on their school record
- apologise to the person they have bullied
- replace any possessions which have been damaged

- be punished. Depending upon the severity of the bullying, one or a combination of the following will apply: detention; report; isolation from lessons; fixed period exclusion; permanent exclusion
- explain their actions to the Neighbourhood Policing Team in very serious instances of bullying which involve some manner of assault

Working with parents:

Parents are encouraged to be vigilant for tell tale signs of bullying which might include one or more of the following:

- Regularly feeling sick or unwell in the mornings
- Reluctance to make the journey to and from school
- Money or possessions going missing
- Clothes or school bag torn
- Wanting extra pocket money for no particular reason
- Unexplained cuts and bruises
- Taking different routes to school
- Unexplained behaviour changes, e.g. moody, bad tempered, tearful
- Unhappiness
- Nightmares
- Not wanting to leave the house
- Reluctance to talk openly about school friends and playtimes

If parents suspect that their child is being bullied they are encouraged to contact the pupil's Mentor in the first instance either by phone or email and to request an interview.