



RGS
DODDERHILL

RGS Dodderhill ANTI-BULLYING POLICY

- To be read in association with the following policies: • RGSW Anti-Bullying Policy
• Safeguarding including E-Safety • Behaviour, Rewards and Sanctions Policy

Introduction:

We are committed to providing a listening, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere both academically and socially. Bullying of any kind, including cyber-bullying, goes against our core values and is unacceptable at our school. If bullying does occur, all pupils are encouraged to talk, in the knowledge that incidents will be dealt with promptly, compassionately and effectively. We are an inclusive and open school. This means that everyone who knows that bullying is happening is expected to tell the staff.

Our Headmistress, our Anti-Bullying Ambassadors, our Deputy Head Pastoral, Mrs Mills, our Safeguarding Governor alongside Mrs Bradley, Head of PSHE have all been involved in the writing of this policy.

What Is Bullying?

Bullying is doing something to hurt, frighten or threaten other people and is usually repeated over time.

Bullying behaviours are actions that intentionally hurt people physically, emotionally or psychologically and they include:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist - racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual - unwanted physical contact or sexually abusive or sexist comments
- Homophobic - because of/or focusing on the issue of sexuality
- Online/Cyber - setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

It is bullying if it is done several times on purpose (STOP) • Several • Times • On • Purpose

Bullying Is Not...

- The odd occasion of falling out with friends
- Name calling

- Arguments
- The occasional trick or joke played on someone

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

At RGS Dodderhill, staff, parents and children work together to create a happy, caring, learning environment and will work together to prevent bullying. Bullying, either verbal, physical, cyberbullying or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Bullying can be brought to the attention of staff either by the victim(s), their friends, their parent(s) or any member of the school community.

The following can be approached by pupils: Anti-Bullying Ambassadors Form Tutor / Teaching Assistant / Member of staff / Member of the school community / Head of Key Stage / Deputy Head / Headmistress

The following can be approached by parents: Form Tutor / Member of staff / Head of Key Stage / Deputy Head / Headmistress

Strategy for dealing with bullying:

Appendix 1 lays out the list of actions that staff will adopt, depending on the seriousness of the situation. Teachers developed this Flow Chart and know how to use the approaches that it outlines. The emphasis is always on a caring, listening approach as bullies are often victims too – and that may be the reason why they bully. Therefore, we have made clear the support that we offer to pupils who experience bullying behaviour and to pupils who demonstrate bullying behaviours.

Pupils who are vulnerable to experiencing bullying behaviour and to demonstrating bullying behaviours include those experiencing:

- Personal insecurity or worries (they may be concerned about others judging them, picking on them or pointing out failings, they may find social interaction and making friends challenging)
- Challenging personal circumstances (for example, trauma, family relationships...)
- Lack of knowledge or understanding of others (such as not knowing that some jokes or comments may hurt some people and not others)
- Difficulties with accepting unique qualities in others (such as physical, cultural, social, financial, learning, developmental or sexual differences). They may have these unique qualities and need the support of others to feel accepted and included. In order to identify incidents of bullying and the identities of bullies, at RGS The Grange we have agreed to carry out the following strategies:
- All staff watch for early signs of distress and/or anxiety in pupils
- All staff listen, act and share with the appropriate member of staff
- Establish with all pupils the school's definition of bullying and the behaviours that are linked with bullying
- Encourage pupils and parents to inform staff members of concerns regarding bullying behaviour

- Encourage pupils to inform Anti-Bullying Ambassadors of concerns regarding bullying behaviour
- All Anti-Bullying Ambassadors watch for early signs of unhappiness, loneliness or sadness in fellow pupils
- Create a Teacher/Pupil Anti-Bullying charter
- Create a Parent Anti-Bullying information leaflet
- Display posters in school sharing the school's Anti-Bullying support and provision and dissuading children from bullying (including in cloakrooms and toilets)
- Display the Childline telephone number on the school noticeboard and in corridors

We also use these strategies to prevent bullying:

- Promoting our School ethos and culture
- Providing opportunities to learn about bullying, friendships and relationships in Personal Social Health Education and Relationship and Sex Education
- Regular activities by the Anti-Bullying Ambassadors to raise the profile of the importance of Anti-Bullying as well as reminding pupils of their role and the support they offer
- Discussing definitions of bullying in class, form time and assemblies
- Positive Behaviour Rewards
- Encouraging positive play at breaktimes and lunchtimes
- Prominent and Updated Anti-Bullying Notice Board

Recording incidents of Bullying:

Despite all the provision we put in place to prevent bullying, if incidents do occur they will be, investigated, recorded and placed on the Bullying File. There is a procedure that will be followed and this is detailed in the RGSW Anti-Bullying Policy. Any incidents of bullying will be discussed by the Senior Leadership team.

Review and Development:

This policy will continue to be reviewed and developed in consultation with pupils and parents. Updated versions will be discussed and approved by the School Governing Body on an annual basis.

Sponsor: Head of PSHE

Reviewed by the Headmistress: May 2020

Updated: September 2020

Endorsed by Governing Body September 2020

Reviewed: August 2021