



ANTI-BULLYING POLICY

RGS The Grange
September 2021

Wendy Wreghitt, Deputy Head

RGS THE GRANGE

ANTI-BULLYING POLICY

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 tell, 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 Anti-Bullying Ambassadors, our Anti-Bullying Steering Group (including parents), Mrs Mills, our Anti-Bullying governor alongside Mrs Wreghitt, Anti-Bullying Lead & Deputy Head & Mrs Bradley, Anti-Bullying Deputy & 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 The Grange, staff, our anti-bullying governor, parents via our anti-bullying steering group and children work together to create a happy, caring, learning environment and will work together to prevent bullying. They contribute to the development of this policy and know about it. 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.

<p>The following can be approached by pupils:</p> <p>Anti-Bullying Ambassadors Class teacher / TA /member of staff Member of the school community Head of Year Deputy Head Headmaster</p>	<p>The following can be approached by parents:</p> <p>Class teacher / member of staff Head of Year Deputy Head Headmaster</p>
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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 child friendly, clear version of this RGS The Grange Anti-Bullying policy
- Create a Teacher/Pupil Anti-Bullying charter
- Create a Parent Anti-Bullying information leaflet
- Provide a dedicated email address (grangeantibullying@rgsw.org.uk) for pupils who don't feel able to use other means of communication
- 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 Citizenship 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
- Establishing class contracts
- 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 by the school's Anti-Bullying Steering Group in consultation with pupils and parents.

Updated versions will be discussed and approved by the School Governing Body on an annual basis.

To be read in association with the following policies:

- RGSW Anti-Bullying Policy
- Safeguarding including E-Safety
- Behaviour, Rewards and Sanctions Policy

ISI Code: 10a Bullying Policy

Policy Author: Wendy Wreghitt

Date Reviewed by Wendy Wreghitt: August 2021

Next Review Date: August 2022

Date Approved by Governing Body: 29 August 2019

Appendix 1



Child experiences bullying behaviour.

Staff member listens to child and reports bullying behaviour to appropriate senior member of staff.

Pupil personally approaches:
 - Anti-Bullying Ambassadors
 - Class teacher / member of staff / member of the school community
 - Uses Anti-Bullying email address or the Worries Box.

Parent reports child's experiences.

- Pupil meets with class teacher or Head of Year or Deputy Head to describe his/her view of what happened in as much detail as possible.
 - A clear and accurate account is secured with the help of witnesses.
 - Where appropriate, a resolution approach is used with all concerned to discuss facts and suggest ways forward to resolve the matter.
 - Contact with parents involved to inform them of matter and, if cyber-bullying, contact parents to discuss safety settings / use of technology
 - Account recorded and placed on Bullying file - **Headmaster is informed.**
 - Consequences and sanctions are given as appropriate.
 - Monitoring, support and short review time.

If situation continues:
 - Investigation by Deputy Head reported to Headmaster.
 - Appropriate support strategies employed.
 - School counsellor support offered.
 - Appropriate consequences/sanctions applied.
 - All Parents informed.
 - Monitoring, support and short review time.

If situation continues:
 - SLT engages help strategies delivered by School Counsellor.
 - Parents of all parties invited for separate discussions with Deputy Head and Headmaster.
 - Bullying file updated.
 - Anti-Bullying Support Plan drawn up.

Final consequences/sanctions applied if necessary, including internal/external suspension or exclusion

Support strategies for pupils who experience bullying:

- Reassurance.
- Meet/play with Anti-Bullying Ambassadors.
- Meet/play with new friends.
- Adult /TA support at breaktimes / lunchtimes.
- Regular meetings with Form Teacher/Head of Year with Pastoral Support.
- Flourish and Fly support group.
- School Counsellor.
- Self- esteem/resilience support.
- Support and strategies for pupils who demonstrate bullying behaviour.

Consequences for pupils who demonstrate bullying behaviour, to be chosen as appropriate from :

- Sanctions from yellow & red cards, negatives, detentions.
- Supervision of break by teacher
- Time out at break time supervised by TA
- Report Card
- Detention supervised by Deputy Head/Head
- Internal /external suspension
- Exclusion

Appendix 2 Cyber-Bullying

Definition: Cyber-bullying is using technology to hurt other people and is repeated over time.

At RGS The Grange we ensure safe use of technology through a thorough education programme in both IC&T lessons as well as through PSHE, form time, Parent Information evenings and a termly Internet Safety Newsletter. Alongside this we have rigorous security settings and close monitoring and review by our dedicated IC&T staff.

We regard the following to be cyber-bullying behaviours:

- Abusive, unkind and hurtful comments, rumours, gossip and threats made via digital communications and/or technologies - this includes social networking sites and internet gaming.
- Sharing photos, videos or personal information without the consent of the owner and with the intent to cause harm or humiliation.
- Hacking into someone's email, phone or online profiles to extract and share personal information, or to send hurtful content while posing as that person.
- Creating social media accounts, pages, chat rooms and posts that intend to harm, make fun of someone or spread malicious rumours.
- Pressurising someone to do something online they do not want to such as sending personal images.

In addition to the responses outlined in Appendix 1, we support pupils who experience cyber-bullying and their parents in the following ways:

- Encouraging them to keep copies of anything that may be regarded as cyber-bullying
- Discussing with pupils who demonstrate cyber-bullying behaviours the impact of their actions and reminding them of the legal implications of their actions
- Talking with parents about these issues and how online activity can be monitored and supervised at home

We also use these strategies to prevent cyber-bullying:

- Regular online safety lessons within our school curriculum
- Educating pupils on safe internet use during IC&T lessons
- Promotion of online safety in assemblies
- Rigorous security settings and close monitoring of online activity in school
- Internet Safety Parents' Information evenings and providing regular reminders regarding online safety in the E Safety newsletter (at least three times per year).