

# The Royal Liberty School

*"Where boys are ambitious, where boys succeed"*



## ANTI-BULLYING POLICY

**Reviewed by: Mr A Henry - AHT**

**Review Date: November 2015**

**Next Review: November 2017**

**School Governors approval pending**

## Statement of Intent

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

## What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments, Sexting.
- Homophobia or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of Internet, such as email, MSN & internet chat room misuse
- Mobile threats by text messaging & calls
- Misuse of associated technology, i.e. camera & video facilities on computers or phones

## 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. Pupils who are bullying need to learn different ways of behaving.

## Objectives of this Policy

- All Governors, teaching and support staff, pupils and parents should have an understanding of what bullying is
- All Governors, teaching and support staff should know what the school policy is on bullying, and follow it when bullying is reported
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

## Sign and Symptoms

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

- Is frightened for walking to or from school
- Doesn't want to go on the school/public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)

- 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 in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or “go missing”
- Asks for money / stealing money (to pay bully) has money continually “lost”
- Has unexplained cuts or bruises
- Comes home starving (money ; lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what’s wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous & 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 bullying incidents to staff
- In cases of serious bullying, the incidents will be recorded by staff
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour

### **Outcomes**

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place
- In serious cases, suspension or even exclusion will be considered
- If possible, the pupils will be reconciled. Students who have bullied others will be expected to take some action to put right what they have done wrong
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
- Support will be offered to the victim, this may include advice from Learning Mentor, Counsellor or other members of the Student Support Team

### **Procedures regarding incidents of sexting**

Once an incident of sexting has been reported the following questions should be asked.

- Is the student disclosing about themselves receiving an image, sending an image or sharing an image?
- What sort of image is it? Is it potentially illegal or is it inappropriate?
- How widely has the image been shared and is the device in their possession?

- Are there other students involved?

### **How should this incident be reported?**

- Child protection officer should be informed and record the incident
- The school must establish how many devices have the image(s)
- The Education Act 2011 gives schools the right to seize and search electronic equipment if they feel they have good reason for doing so
- The device can be confiscated and securely stored if there is reason to believe it contains indecent images and or pornography
- The search should be carried out in line with this policy & Child Protection policy
- Search should be conducted by Head Teacher or person nominated by them
- A member of the safeguarding team should be present along with **a male member of staff**
- Parents should be contacted and advised as to how the incident is being investigated
- If any illegal images of a child are found consideration should be given to calling the police
- As a general rule it will almost always be proportionate to refer any incident involving aggravated sharing of images to the police
- Any conduct involving, or possibly involving, the knowledge or participation of adults should always be referred to the police
- If an “experimental” incident is not referred to the police the reasons for this should be recorded in writing
- Never print out, move or share the material from the device
- Where appropriate block any websites and or the network

### **Prevention of Bullying**

Bullying and its effects will be discussed with students as part of the PSE curriculum. The purpose will be to:

- Raise awareness about bullying and the anti-bullying policy
- Increase understanding for victims, and help build an anti-bullying ethos
- Teach pupils how constructively to manage their relationships with others
- Peer mentoring will be used in the school to encourage a sense of responsibility in older students and to provide students who feel they are being bullied a person to talk through the situation
- Lunchtime activities provide a safe haven for students. Buddies club runs every lunchtime for students who feel vulnerable
- A “Drop-in club” for vulnerable students or those experiencing issues / worries is set up “Buddies Club, room 41” break and lunchtime
- The school council will consider and discuss approaches to tackling bullying and report back to Leadership Group
- Staff on duty will ensure that they visit “at risk areas i.e. memorial garden, less visible areas on the field & playground
- 3 bully boxes to be sited in school reception, library and outside the Learning Mentor’s Zone, these will be checked by Learning Mentor

Assembly to be carried out termly, with Learning Mentor:

1. To publicise the boxes
2. To reinforce the negative effect bullying has and the lack of tolerance by the school

## **Stronger Measures**

When students do not respond to preventative strategies the school may take a range of other sanctions.

- Removal from the group (in class)
- Withdrawal of break and lunchtime privileges
- Detention
- Withholding participation in any school trip or sports events that are not an essential part of the curriculum
- Internal school exclusion
- Fixed period exclusion

## **Monitoring and Evaluation**

- This policy will be monitored by the Heads of College who will record incidents of bullying and how they were resolved
- The school council will use the peer mentors and the house council to evaluate the perceptions students have about bullying. It will be a standing agenda item for them each term and will report to the Senior Leadership Team
- The AHT will also present a report to the Student Achievement and Welfare Committee
- Policy to be updated in the Autumn Term every year

*Agreed by Student Achievement and Welfare Committee – February 2016*

*Reviewed by Anthony Henry - AHT*