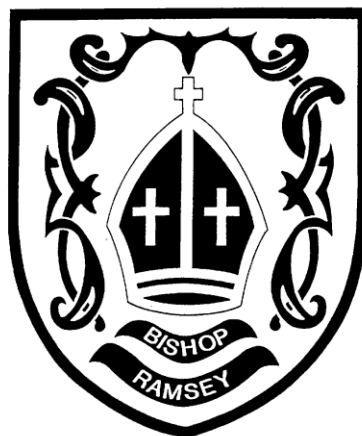


# VERITAS EDUCATIONAL TRUST

## ANTI BULLYING POLICY



## BISHOP RAMSEY CHURCH OF ENGLAND SCHOOL

<b>Date of Policy:</b>	January 2016
<b>Review date:</b>	April 2019
<b>Next Review date:</b>	April 2020
<b>Review Body:</b>	Local Governing Body (LGB)
<b>Approval Body:</b>	Trust Board
<b>Person Responsible:</b>	Mr. M. Britton

# ANTI BULLYING POLICY

*“Make sure that nobody pays back wrong for wrong, but always try to be kind to each other and to everyone else”*

*1 Thessalonians 5 v 15*

## Statement of Intent

*“Do not take revenge on others or continue to hate them, but love your neighbours as you love yourself. I am the Lord.”*

*Leviticus 19v.8*

Bishop Ramsey School has a responsibility and a desire to provide an atmosphere which is secure, caring and protective to all. We believe that all members of the school community should be valued and treated with respect. Therefore, all forms of bullying are unacceptable and will not be tolerated. No one can function successfully if they are subject to bullying. As a community we will work together to help victims of bullying and support improved behaviour from the bullies.

## The Nature of Bullying

There are many definitions of bullying, but most consider it to be:

- Deliberately hurtful (including aggression)
- Repeated often over a period of time
- Difficult for victims to defend themselves against

Bullying can take many forms, but three main types are:

- Physical – hitting, kicking, intimidating behaviour, offensive gestures, taking belongings
- Verbal – name calling, offensive remarks, racist remarks, homophobic remarks
- Sexual – this could be physical, verbal or non-verbal. Examples include comments, touching, graffiti and spreading images (e.g. sexting)
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious emails or text messages. Misuse of camera phones, websites and internet chat rooms

We all have a responsibility to respect everyone’s right to be safe.

## Aims

Through this policy we aim to:

- Create a pleasant caring Christian environment for all students and staff where everyone is valued and treated with respect.
- Ensure that everyone in our community knows that bullying is unacceptable behaviour.
- Create an environment where students can be who they are without fear of discrimination of bullying. This includes the right to explore their identity and change their minds. This will include a focus on Lesbian, Bisexual, Gay, Trans gender students and those questioning their sexuality (LBGTQ).

- Create a safe environment where all students and staff can work, learn, teach, socialise and talk about their concerns, confident that another person will listen, offer help and act when necessary. This is a safe environment for all groups, including vulnerable students such as SEND.
- Encourage strong links between home and school enabling problems to be shared and dealt with sympathetically and confidentially.
- Support the well being of the whole child by recognising that intellectual success is integral to moral, psychological, emotional and physical health.

### **Procedures to Follow**

- **All staff** should respond positively by challenging all incidents of bullying
- Incidents of bullying should be logged on a referral sheet and passed to the Year Director.
- The victim and bully should be interviewed separately as soon as possible and counselled as appropriate in order to stop the bullying. A meeting between the bully and the victim may be beneficial.
- An attempt will be made to help the bully change their behaviour
- In some circumstances it may be appropriate to adopt a no-blame approach to combat bullying. This involves mediation by an adult. The aim is to establish ground rules to enable all parties to co-exist at school.
- In serious cases parents/carers will be asked to come into school to discuss the problem.
- If necessary and appropriate the Safer Schools Officer will be consulted.
- The Chaplain, School Counsellor and LA Behaviour Support Team may be called upon for support.
- Bullying is considered to be a serious breach of the School's Code of Behaviour and any sanctions given will be in line with the School's Behaviour Policy. These may include:
  - official warnings to cease offending
  - detention
  - exclusion from certain areas of the school premises
  - internal exclusion
  - fixed-term exclusion
  - permanent exclusion

### **Guidance for students**

Students can get help and advice about bullying from the following websites :

- [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- [www.childline.org.uk](http://www.childline.org.uk)
- [www.kidscape.org.uk](http://www.kidscape.org.uk)
- [www.nspcc.org.uk](http://www.nspcc.org.uk)

### **Monitoring, evaluation and review**

The School will raise awareness of bullying through:

- Promoting and implementing the policy throughout the school.
- Inclusion in PSHE/Citizenship/Learning for Life lessons, tutor periods, regular assemblies and subject areas such as English, Drama and RE which develop attributes such as patience, empathy, co-operation and understanding in order to eradicate this type of behaviour.

- Fostering British Values such as mutual respect, democracy, the rule of law, individual liberty and tolerance of those of different faiths and beliefs.
- Holding an annual anti-bullying week.
- Presentations from music and theatre groups.
- Encouraging students to air their views, via their representatives, at school council meetings
- Using questionnaires to gain feedback from staff, students and parents/carers.

## **Information for Students**

### **If you are being bullied:**

- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye and tell them to stop
- Get way from the situation as quickly as possible
- Tell someone what has happened straight away

### **After you have been bullied:**

- Write down what happened as soon as you can
- Talk things over with your friend(s)
- Tell a teacher or another adult in your school
- Tell your family
- If you are scared to tell an adult by yourself, ask a friend to come with you
- Keep speaking up until someone listens and does something to stop the bullying
- Don't blame yourself for what has happened

### **When you are talking to an adult about bullying, be clear about:**

- What has happened to you
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened
- What you have done about it already

## **Information for Parents/Carers and Families**

Every school is likely to have some problem with bullying at one time or another. Parents/carers and families have an important part to play in helping schools deal with bullying.

*First*, discourage your child from using bullying behaviour at home or elsewhere. Show how to resolve difficult situations without using violence or aggression. *Second*, watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect symptoms of bullying. Common symptoms include headaches, stomach aches, anxiety and irritability. It can be helpful to ask questions about progress and friends at school; how break times and lunchtimes are spent; and whether your child is facing problems or difficulties at school. Don't dismiss negative signs. Contact the school immediately if you are worried. We would like parents to work with the school in order to address any issues that arise.

### **If your child has been bullied:**

- Calmly talk to your child about it
- Make a note of what your child says – particularly who was said to be involved; how often the bullying has occurred; where it happened and what has happened
- Reassure your child that telling you about the bullying was the right thing to do
- Explain that any further incidents should be reported to a teacher immediately
- Make an appointment to see your child's form tutor or Year Director
- Explain to the teacher the problems your child is experiencing

### **Talking to teachers about bullying:**

- Try to stay calm –bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- Be as specific as possible about what your child says has happened – give dates, places and names of other children involved
- Ask if there is anything you can do to help your child or the school
- Stay in touch with the school – let them know if things improve as well as if problems continue.

### **If your child is bullying other children**

Many children may be involved in bullying other pupils at some time or other. Often parents are not aware. Children sometimes bully others because:

- They don't know it is wrong
- They are copying older brothers and sisters or other people in the family they admire
- They have not learnt other, better ways of mixing with their school friends
- Their friends encourage them to bully
- They are going through a difficult time and are acting out aggressive feelings

### **To stop your child bullying others:**

- Talk to your child, explaining that bullying is unacceptable and makes others unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Show your child how to join in with other children without bullying
- Make an appointment to see your child's form tutor; explain to the teacher the problems your child is experiencing; discuss with the teacher how you and the school can stop them bullying others
- Regularly check with your child how things are going at school
- Give your child lots of praise and encouragement when they are co-operative and kind to other people.