



Ralph Thoresby School

Anti-bullying policy

2018 / 2019

The Ralph Thoresby School anti-bullying policy outlines measures to be taken with a view to encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils; (Education and Inspections Act 2006). It is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also takes into account the DfE statutory guidance "Keeping Children Safe in Education" 2018.

Policy objectives

- This policy outlines what Ralph Thoresby School will do to prevent and tackle all forms of bullying.
- Ralph Thoresby School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy to the school community
- The Headteacher to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility
- School Governors to take a lead role in monitoring and reviewing this policy
- All staff, including: governors, senior leadership, teaching and non-teaching staff to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

Forms of bullying covered by this policy

This policy covers all types of bullying, including bullying via technology, known as online or cyberbullying;

- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation such as homophobic and biphobic bullying
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist and/or sexual bullying
- Transphobic bullying

Date Ratified by Governors	Review Date
October 2018	October 2019

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Definition of bullying

- Bullying is “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)
- Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying can be a form of peer on peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children’s emotional development.
- Bullying can involve an imbalance of power and can take place between children, between adults and between adults and children.

Bullying is not

Teasing and banter between friends without intention to cause hurt; falling out between friends after a quarrel or disagreement; behaviour that all parties have consented to and enjoy.

School ethos and statement of values

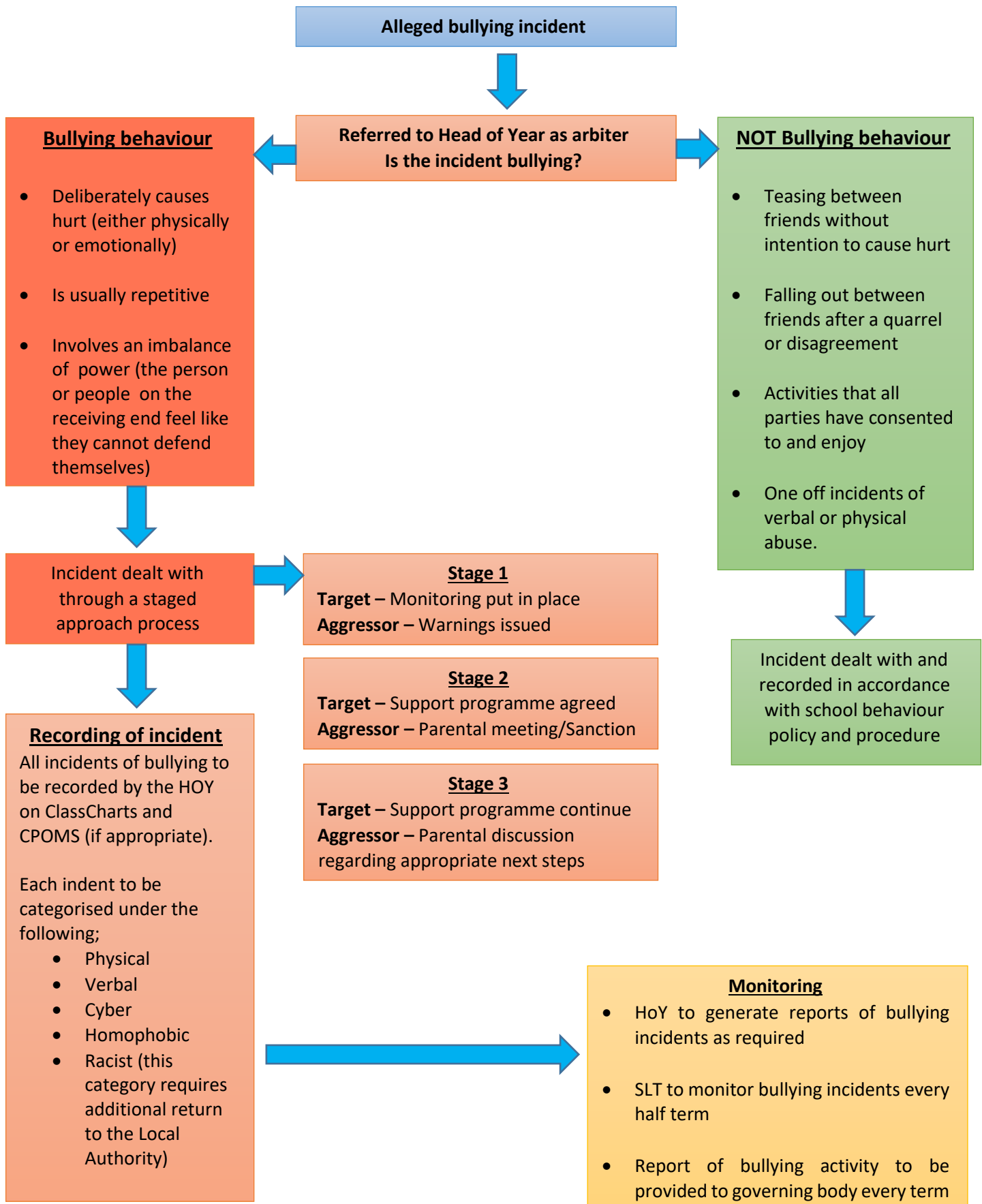
Ralph Thoresby School community recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our school can help to create a safe, disciplined environment, where pupils are able to learn and fulfil their potential. Bullying behaviour is always unacceptable and claims of bullying will always be taken seriously and acted upon. This policy relates to children, young people and to adults. The school also recognises its duty to respond to bullying that takes place outside the school premises. Reasonable adjustments will be made according to special educational need/disability and taking into account the needs of any vulnerable pupils.

The staff at Ralph Thoresby School will work with students and parents to ensure/deliver:

- A culture of positive behaviour with a focus on respect for each other at all levels
- Opportunities to promote equality and to acknowledge and celebrate diversity
- Activities that develop social and emotional skills;
- Opportunities to engage students in planning anti-bullying activities and in supporting their peers;
- Appropriate levels of adult supervision so that children and young people feel safe around the site and can be confident that bullying behaviour will be seen and acted upon at all times;
- Transparent systems for reporting incidents of bullying so that students and parents/carers know who to turn to and are confident that their concerns will be taken seriously and acted upon;
- An anti-bullying policy and practice that is reviewed on a regular basis;
- Support staff who promote positive relationships, to help prevent bullying;
- Understanding that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required;
- Intervention by identifying and tackling bullying behaviour appropriately and promptly;
- Our students are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy;
- A requirement for all members of the community to work with the school to uphold the anti-bullying policy;

Responding to bullying: Ralph Thoresby School procedures for responding and intervention

The following steps may be taken when dealing with all incidents of bullying reported to the school:



When responding to bullying concerns, Ralph Thoresby School will:

- Act as soon as an incident has been reported or identified;
- Provide appropriate support for the person who has been bullied and work with the person who has carried out the bullying to ensure that it does not happen again;
- Take all available steps where possible to identify the person responsible. This may include:
 - Looking at use of the school systems
 - Identifying and interviewing possible witnesses
 - Contacting the service provider and the police, if necessary
- Ensure that sanctions are applied to the person responsible for the bullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous support
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding Lead, or a member of pastoral support staff
- Working towards restoring self-esteem and confidence (using external support agencies where appropriate)
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

Pupils who have perpetrated the bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change;
- Informing parents/carers to help change the attitude and behaviour of the child;
- Providing appropriate education and support regarding their behaviour or actions;
- If online, requesting that content be removed and reporting accounts/content to service provider;
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), internal exclusions and fixed-term or permanent exclusions;
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

Ralph Thoresby School will support in the prevention of bullying by:

- Creating and supporting an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all
- Recognising that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse)
- Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, transgender, sexuality or appearance related difference. also children with different family situations, such as looked after children or those with caring responsibilities;
- Challenging practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others;
- Working with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying;
- Actively creating "safe spaces" for vulnerable children and young people;
- Celebrating success and achievements to promote and build a positive school ethos.

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance for young people with SEN and disabilities: www.cafamily.org.uk
- SEND code of practice: www.gov.uk/government/publications/send-code-of-practice

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/ukcouncil-for-child-internet-safety-ukccis

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com/
- Show Racism the Red Card: www.srtrc.org/educational

LGBTQ

- Barnardos LGBTQ Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk