



Rugby Free

Secondary School

**ANTI-BULLYING  
& PREVENTION  
OF BULLYING  
POLICY**



## 1 Rationale

The RFSS Anti-bullying and Prevention of Bullying Policy outlines what we will do to prevent and tackle bullying. We take any incident of bullying very seriously and record all incidents within the aim of prevention.

We

- Discuss, monitor and review our anti-bullying policy on a regular basis.
- Are aware of the potentially serious actions that can follow bullying. These include psychological damage as well, in extreme cases leading to suicide
- Support staff to promote positive relationships and identify and tackle bullying appropriately
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- Report back to parents / guardians regarding their concerns on bullying and deal promptly with complaints. Parents / guardians/carers in turn work with staff to uphold the anti-bullying policy
- Seek to learn from good anti-bullying practice elsewhere and utilise support from other relevant organisations when appropriate.

## 2 Aims

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a positive and secure atmosphere. Bullying of any kind is unacceptable at our schools. We recognise that bullying could lead to suicide and all incidents are treated very seriously. If bullying does occur, all pupils should be able to report it and know that incidents will be dealt with promptly and effectively. All members of our school communities should understand:

- the definition of bullying and that it will not be tolerated in any school;
- the LT2 policy on Child Protection and Safeguarding and know how to follow it where relevant that support will be given when bullying is reported;
- that through monitoring, reviewing and training, the schools aim to develop a positive atmosphere where pupils feel confident to tell if they are being bullied and that bullies can change.

## 3 Definition of bullying

Bullying is: *“Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally”*.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through websites, apps, Social Media sites and Instant Messenger services); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.



Forms of Bullying and harassment covered by this Policy:

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to talents or abilities
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying related to gender/transgender concepts
- Bullying related to family type
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyberbullying

Definition of Cyberbullying

“Cyber Bullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly over time against a victim who cannot easily defend him or herself.” (*Report to the ABA by Goldsmiths College*)

- Bullying via websites
- Text message bullying
- Picture/video-clip bullying via mobile phone cameras
- Phone call bullying via mobile phone
- Email bullying
- Chat room bullying through instant messaging (IM)

## 4 Setting & Promoting e-Safety

Bullying can occur in and out of school and therefore parents and each school need to work together. A contract is to be completed as part of the Home School Agreement by each pupil and every parent part of which will involve agreeing to safe and responsible internet use at school to highlight the responsible use of the internet and promote the schools' anti cyber bullying message (see also LT2 eSafety Policy).

## 5 Preventing, identifying and responding to bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Work with parents and carers by including a statement in the Home-School Agreement that any parent or carer who suspects bullying should contact the relevant Form Tutor in the first instance, or for matters they consider to be very serious, the Headteacher.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.



- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through whole-school activities.
- Train all staff including lunchtime staff, teaching assistants and non-teaching staff to identify bullying and follow LT2 policy and procedures on bullying.
- Actively create “safe spaces” for vulnerable children and young people.
- Regularly canvas children and young people’s views on the extent and nature of bullying
- Ensure students know how to express worries and anxieties about bullying including via a named adult contact, Anti-Bullying boxes and peer mentors.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve students in anti-bullying campaigns in our schools including as peer mentors
- Publicise the details of helplines and websites.
- Offer support to pupils who have been bullied.
- Work with pupils who have been bullying in order to address the problems they have including through use of restorative justice techniques

## 5.1 Restorative Justice

Restorative Justice approaches we will use will take the incident of misbehaviour as an educative opportunity for repairing the harm done by fostering more socially responsible relationships and behaviours that take others’ perspectives into account. This will be achieved through carefully structured opportunities including teacher-mediated meetings for individuals to understand the impact of their actions, recognise their social responsibilities and make amends to those who have been affected. All involved are also assisted to reintegrate successfully into their school community.

## 6 Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- CP & Safeguarding
- e-Safety
- Complaints Policy
- Behaviour Policy
- SMSC
- The recording of racially motivated incidents



## 7 Responsibilities

All staff have a responsibility for:

- Monitoring pupils in their care by being observant and asking pupils what is happening to them
- Liaising with staff, especially Headteacher and the Designated Lead for Child Protection and Safeguarding
- Knowing the Trust policy and dealing with incidents in accordance with agreed procedure
- Taking part in anti-bullying measures and contributing to strategy and solutions
- Reporting all incidents
- Involving pupils in creating positive strategies through PHSE and class routines

Further Responsibilities:

- The Headteacher, Senior staff and the Bursar to take a lead role in monitoring and reviewing this policy
- The Headteacher, Senior Leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly
- The Headteacher to communicate the policy to the School communities
- Pupils must abide by the policy

## 9 Procedures

We have a clear procedure so pupils know who to tell and teachers know how to record incidents including so that patterns can be observed.

- Report bullying incidents to staff
- In cases of serious bullying staff will record the incident
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- In serious cases parents will be informed and will be asked to come to a meeting to discuss the problem
- An attempt will be made to help the bully (bullies) change their behaviour
- Staff who deal with pupils who have been bullied must always offer reassurance
- Pupils who have been bullied will be given support determined by the Headteacher in consultation with the pupil
- Parents of pupils who are being bullied and parents of the bully may be involved in designing and providing the solution
- Support will be offered to the pupil being bullied
- We will endeavour to change the attitude and behaviour of the bully (bullies) in line with the positive procedures identified with the strategies
- Any of the schools' formal sanctions/punishments can be used as appropriate (see RFSS Behaviour Policy).



# Rugby Free

Secondary School


- If necessary and appropriate, police will be consulted
- If behaviour is flagged as indicating radicalisation, the relevant section of the LT2 Child Protection and Safeguarding policy must be followed

## 10 Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences may also take place. In serious cases, suspension or even exclusion will be considered.
- If possible, the pupils will be reconciled
- After the incident /incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

## 11 Review

Trustees will seek to review this policy at least once every two years as well as if incidents occur that suggest the need for review. The schools will continue to use guidance from DfE and the Anti-Bullying Alliance to inform their actions in planning to prevent and tackle bullying in all its forms.

Date of Policy:	March 2018
Approving Body:	Local Governing Body
Approved by:	
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