

# Anti-Bullying Policy

Approved by RET Board

Approved on August 2020

RET contact Headteacher

Revision due Every 2 years



## 1. Rationale

- a. Bullying is defined as the wilful, conscious desire to hurt, threaten or frighten someone. It can be physical, verbal, written (including malicious notes, e-mails, and social networking communications or text messages) and/or psychological and take place within, around or beyond school.
- b. Bullying is unacceptable because it makes students unhappy. Students who are being bullied are unlikely to concentrate effectively on their school work and so their learning is affected. Some students avoid being bullied by not going to school. Students who observe unchallenged bullying behaviour may copy this anti-social behaviour.
- c. It is recognised that children's friendships can be complex and changing, consequently, some alleged bullying issues can be a reflection of this.
- d. This policy is framed in the context of related School policies e.g. behaviour and the Home-School Agreement.

## 2. Every student has the right to enjoy a school life free from bullying.

The School is, therefore, committed to:

- Raising awareness of bullying issues through the tutorial programme and PSHE/RE curriculum
- Taking seriously all allegations of bullying.
- Developing a climate of openness which encourages students to talk about bullying problems if they arise.
- Working with students, staff and parents to prevent it happening.
- Dealing with it effectively when it does happen.
- Fully promoting and supporting the students' anti-bullying pledge

## 3. Guidelines

- a. Dealing with Bullying
  - The prime aim of any action is to prevent recurrence of any bullying.
  - All staff must contribute to the elimination of bullying.
  - All allegations of bullying should be investigated.
  - There is a range of strategies available.
  - All staff should be aware of available strategies and trained in their use.
  - Records should be kept of serious 'one-off' incidents and on-going issues which cause concern.
  - Where appropriate, outside agencies will be involved.
- b. The Victim
  - The victim will always be listened to – help and support will be offered as appropriate.
- c. The Bully
  - The school will work with the bully to help him/her understand the impact of his/her action and the need to modify his/her behaviour.
  - Punishment will be used when it seems appropriate and constructive.
- d. Parents
  - Parents will be informed of the school's policy towards bullying.
  - The school will work with parents to offer support where appropriate, to both the victim and the bully.
  - The school recognises that parental support will be vital for the success of the school policy.
- e. Students
  - Students will be made aware of the range of people they can talk to about bullying issues.
  - Students must feel able to talk about incidents of bullying in the knowledge that something constructive will be done about them.
  - Peer support needs to be harnessed to prevent bullying.
  - Students will be regularly reminded of the Anti-bullying Pledge.

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## 4. Conclusion

The successful implementation of this policy is vital to ensure that all students enjoy a happy and successful time at school. See also: 'Anti-bullying Pledge'