



Anti-Bullying Policy

We monitor the impact of all policies on pupils, staff, parents and trustees with particular reference to the impact on the progress and wellbeing of pupils. As a community school we believe that our policy should reflect our ethos, which calls us to strive for 'excellence through endeavour'.

Responsibility	Students and Community	
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1. School Vision

All governors and staff will strive to ensure that all pupils are valued as individuals, who are recognised for their talents, fully included within the school community and provided with every opportunity to achieve 'excellence'. We expect all pupils to emerge as confident, resilient individuals, who can build positive relationships and demonstrate commitment in everything they do.

Pupils at RTS will:

- Be confident and happy individuals who can build positive relationships with others and work purposefully towards achieving their very best at all times.
- Possess the knowledge, communication and technical skills necessary for success as they move into further education and the workplace.
- Have the motivation to work independently and conscientiously to achieve qualifications that reflect their full ability.
- Become lifelong learners with an insatiable curiosity about the world around them and a shared responsibility for their peers, the environment and wider society.

2. Statement

The Richmond upon Thames does not tolerate bullying of any kind. This policy sets out how we prevent and address bullying.

3. Introduction

3.1. Every member of staff has a key role to play in promoting and sustaining the highest standards of behaviour for learning. We aim to provide a safe learning environment where everyone feels able to enjoy, achieve and fulfil their potential, free from bullying.

3.2. The well-being of every student is of paramount importance; every learner has the right to a high-quality learning experience at the School, free from harm, neglect and abuse.

3.3. All staff have a duty of care and a responsibility for safeguarding and promoting the well-being of students.

3.4. The School community share the definition of bullying as '**A persistent and deliberate attempt to hurt or humiliate someone**'.

3.5. One-off incidents, whilst very serious and always dealt with, do not fall within the definition of bullying.

3.6. There is a consistent approach to the management of bullying incidents. Parents are involved at the earliest opportunity.

3.7. Students are empowered to develop effective personal strategies rather than building dependency on staff to resolve issues.

4. Types of bullying

There are various types of bullying, but most have three things in common:

- It is deliberately hurtful behaviour.
- It is repeated over time.
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

Bullying can take different forms and can include:

Cyber	the use of electronic communication to bully a person typically by sending messages of an intimidating or threatening nature. See further detail below.
Homophobic	when people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality.
Indirect	spreading rumours, excluding individuals from social groups, family feuds being brought into school.
Physical	using one's body and physical bodily acts to exert power over peers. Punching, kicking and other physical attacks are all types of physical bullying.
Racial	subjected to abuse and harassment because of your race, colour or beliefs.
Sexual	any bullying behaviour, whether physical or non-physical, that is based on a person's sexuality or gender.
Verbal	It can be carried out to a person's face, behind their back or through the use of technology. using language (e.g., insults, teasing, etc.) to gain power over peers.

5. Cyber Bullying

Cyber Bullying is bullying through the use of communication technology such as mobile phones, computers etc. This type of bullying has become prevalent over recent years. It should be noted that this form of bullying may be deemed as illegal activity and as such may result in Police involvement.

There are seven main types of cyber bullying;

1. Text message bullying involves sending texts which are threatening or challenging.
2. Picture/ video clip bullying via mobile phone cameras can be used to make the person being bullied feel threatened or embarrassed; these images are usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.
3. Phone bullying using silent calls or abusive messages. Sometimes the victim's phone is stolen and used to harass others who then blame the phone owner.
4. Email bullying involves sending bullying or threatening messages sometimes using an assumed identity.
5. Chat room bullying involves threatening or upsetting others in a chat room environment.
6. Bullying through Instant Messaging is an online based form of bullying where threatening and upsetting messages are sent in 'real-time'.
7. Bullying via websites and social networks.

6. Implications of bullying

Bullying is always taken seriously because of the potential impact upon young people.

Many of the outward signs of bullying can be the same as other indicators of abuse such as non-accidental injuries, self-abuse, low self-esteem, unhappiness, fear, distress or anxiety. If unchecked, others may come to see bullying behaviour as acceptable within the School. Victims can become bullies of younger or more vulnerable students. Bullying can have long term effects on victims which may stretch into their adult lives.

7. Roles and Responsibilities

The Head teacher has ultimate responsibility for the well-being of all students and staff.

The Assistant Head teacher with responsibility for Safeguarding & Inclusion (Mr Cornwall) has been designated to oversee the safeguarding and well-being of students.

All staff, students, parents and Governors must be aware of the policy and share responsibility for enforcing its principles.

8. Dealing with Bullying

The School takes a proactive stance to raise awareness about bullying. This is done through a range of strategies including; assemblies: -

- PSHCE period
- Academic Tutoring Time
- Curriculum themed lessons
- High staff presence/ visibility during lesson change over, break and lunchtimes.

- ⇒ Minor incidents or disagreements should be addressed by Academic Tutors or subject teachers. However, any suspicions of bullying must always be reported to the appropriate Year Leader as soon as possible.
- ⇒ All allegations of bullying by students must be referred to the Year Leader immediately.
- ⇒ Bullying taking place during the journey to and from school should in the first instance be reported to the transport escort, where applicable, and then reported to the Year Leader as soon as possible.
- ⇒ The Year Leader will investigate the concern or allegation to clarify the facts, taking statements from the alleged bully, victims and independent witnesses.
- ⇒ Careful consideration of all circumstances will be made before sanctions or next actions are decided.
- ⇒ This will in the vast majority of cases involve parents/ carers of both the alleged bully and victim being informed at the earliest opportunity.
- ⇒ All cases will be recorded on the School's Bullying Log via Progresso

⇒ A range of approaches will be used to support the victim and help them build resilience;

- a) Staff may offer coaching and problem solving strategies to enable the victim to tackle what has happened. This builds their resilience and confidence, nurturing lifelong learning in resolving problems. This approach is suitable for lower level problems and where the victim wants to regain some control.
- b) Staff may work alongside the victim to resolve the problems actively through a restorative justice model.
- c) Serious incidents such as safeguarding, violence, threat of weapons or sustained serious bullying will be dealt with swiftly and severely.
- d) Repetitive bullying will be addressed through a stepped approach;
 - I. A verbal warning
 - II. A contract between 'bully' and the School
 - III. Restorative work, group work and mediation
 - IV. Fixed term exclusion and permanent exclusion will be used for the most serious, persistent cases of bullying

Students have a responsibility to ensure that victims of bullying are not isolated and to intervene when someone is being bullied by making it clear to the bully that their actions are disapproved of. Students should inform a member of staff if they suspect bullying is taking place. It is essential that the Bullying Log is kept up to date.

Serious or persistent cases of bullying will be referred to the AHT and could lead to a Fixed Term Exclusion or ultimately Permanent Exclusion.

9. Bullying – Information for Parents/Carers and Students

(The information below is shared with parents and learners in the School Planner)

What is bullying?

‘A persistent and deliberate attempt to hurt or humiliate someone’

Type	Examples
Physical	Hitting, kicking, taking belongings, being forced to do something.
Verbal	Insulting, teasing, name calling.
Sexual	Use of inappropriate language, sexual touching.
Racial	Name calling, exclusion of particular groups.
Homophobic	Name calling, exclusion, threatening behaviour.
Indirect	Spreading rumours, excluding individuals.

Cyber bullying

This is the use of electronic communication e.g. mobile phone, computer etc. to send or post threatening or harmful messages and comments.

Remember: once an image or comment is posted online, you can delete it but it will not be permanently removed.

Students Right

- You have the right to feel safe.
- Nobody has the right to bully another.
- All cases will be judged on their individual circumstances.
- Everyone is responsible for the prevention of bullying.

We believe that ALL students have the right to be educated in an environment where there is mutual respect and cooperation. Bullying is contrary to this approach and we will do everything in our power to discourage it.

How we support students:

- Firstly, there is no avoiding it, you must tell someone. We all have a responsibility to protect and support each other.
- Counsel - We believe that good advice and support can change the behaviour of bullies and their victims.
- Be consistent – We always aim to give students the opportunity to be heard.
- Punishment – Bullying does not meet with the RTS way and the school values.
- Persistent bullying will be sanctioned.
- Inform – Parents/carers must know if their child is involved in persistent bullying.