



**Richard de Clare  
Community Academy**

# **Anti-Bullying Policy**

Reviewed:	Summer 2020
Next review date:	Summer 2021

# Anti-Bullying Policy

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils and adults should be able to report this and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to inform members of staff.

## Definition of bullying

*'Behaviour by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally'*

*Preventing and tackling Bullying – Advice for School Leaders, Staff and Governing Bodies (June 2011)*

## **Bullying can be, but not limited to:**

- **Emotional:** Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- **Physical:** Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- **Racist:** racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or sexually abusive comments
- **Homophobic:** because of, or focussing on the issue of sexuality. Homophobic bullying is unacceptable
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- **Cyber:** All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

## How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger, then intervention is urgently required.

### **Behaviour often associated with bullying**

#### **Baiting**

Baiting can be used in bullying both on and offline. It can be used to bully someone to get 'a rise' out of them and it can be used to antagonize those who might be bullying others to get them to bully. Sometimes baiting is used secretly to try and get a person to explode in a rage or react negatively/loudly so that they get in to trouble.

#### **Banter**

The dictionary describes banter as: 'the playful and friendly exchange of teasing remarks'.

Bullying is often justified as being just banter. It may start as banter, but some types of banter are bullying and need to be addressed as bullying.

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. People who are bullying need to learn different ways of behaving.

### **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school's policy is on bullying and follow it when bullying is reported.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Staff Responsibilities**

- To implement procedures to confront bullying of any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action and to refer to SLT as appropriate
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour

- To promote open management styles which facilitate communication and consultation within school and relevant agencies when appropriate

### **The role of Staff**

All adults in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.

If adults witness an act of bullying, they do all they can to support the child who is being bullied. A behaviour incident lilac form will be filled in and if necessary SLT will be informed immediately.

Incidents which are considered to be of a bullying nature are recorded on behaviour incident lilac forms. If the incident has a safeguarding concern, then the incident must be recorded on My Concern following the school safeguarding policy. Where Parents contact school to make allegations of bullying, a Parent Interview is completed to record the conversation and actions to be taken.

If, as staff, we become aware of any bullying taking place in school, we deal with the issue immediately. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. We support the child who has been bullied so they feel that someone is listening. If a child is repeatedly involved in bullying other children, we then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the school may contact external support agencies.

The school behaviour policy will be followed and sanctions put in place if this is felt to be the best approach. We aim to educate children about the best way to respect each other.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **The role of parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

**Review date: Summer Term 2021**