



ANTI- BULLYING POLICY

Purpose:

To outline what RCSC will do to prevent and tackle all forms of bullying.

This policy links with several school policies, practices and action plans including:

- Whole School Positive Behaviour Policy
- Complaints Policy
- Child protection and safeguarding Policy
- Online safety and Acceptable Use Policies (AUP)
- Curriculum Policy

Aims and Objectives:

The primary aims and objectives of this policy are as follows:

- to create a culture in which bullying of any kind, either against students or adults is not accepted.
- To enable all members of RSC community to understand what constitutes bullying.
- To provide RCS the right to study in a safe, supportive and secure environment, free from physical threats, verbal taunts and any form of harassment.
- To provide a clear framework for dealing with incidents of bullying, ensuring that bullies are dealt with swiftly and firmly.
- To promote positive relationships amongst all members of the RCS community.
- To develop a culture in which individuals are listened to and their concerns taken seriously.

Scope:

Responsibilities

It is the *responsibility of the Head of School* to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably.

All staff, including: Board, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.

Parents/guardians to support their children and work in partnership with the school.

Students are to abide by the policy.



1. DEFINITION OF BULLYING

This policy covers all types and forms of bullying including:

- Bullying related to *physical appearances*.
- Bullying of young carers, children in care or otherwise *related to home circumstances*.
- Bullying related to *physical/mental health conditions*.
- *Physical* bullying.
- *Emotional* bullying.
- *Sexual* bullying.
- Bullying via technology, known as online or *cyberbullying*.
- Prejudicial bullying (against people/students with protected characteristics):
Bullying related to race, religion, faith and belief and for those without.
- Bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation
- Gender based bullying

2. SIGNS OF BULLYING

All staff must be alert to the signs of bullying. These may include:

- unwillingness to return to school;
- displays of excessive anxiety, becoming withdrawn or unusually quiet;
- failure to produce work, or producing unusually bad work, or work that appears to have been copied, interfered with or spoilt by others;
- books, bags and other belongings suddenly go missing, or are damaged;
- a change in established habits (e.g. giving up music lessons, change to accent or vocabulary);
- psychological damage and diminished levels of self-confidence;
- frequent visits to Reception with symptoms such as stomach pains, headaches etc.
- unexplained cuts and bruises;
- frequent absences, erratic attendance and late arrivals to class;
- nervousness and jumpy when a cyber-message is received;
- asking for extra pocket money or starts stealing money (to pay bully);
- choosing the company of adults;
- displaying repressed body language and poor eye contact, difficulty in sleeping, experiences nightmares;
- verbal taunts;
- students sitting on their own and students left out of activity groups during lessons or social activities;
- talking of suicide or running away.



3. SCHOOL ETHOS

RCSC community recognises that all forms of bullying, especially if left unaddressed, could have a devastating effect on individuals; it can create barriers to learning with serious consequences for mental wellbeing.

By effectively preventing and tackling bullying, our school strives to create a safe and disciplined environment where students are able to learn and fulfil their potential.

Our Community

- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures 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.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected thus we will work in partnership with parents/guardians regarding all reported bullying concerns and will seek to keep them informed at all stages.

4. RESPONDING TO BULLYING

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

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- The Head of School/Designated Safeguarding Officer (DSL) or the Behaviour Lead.



- The DSO will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/guardians are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- Where the bullying of or by students takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- 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;
- Contact the service provider if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
This may include:
 - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy.



- Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; 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.
- Provide information to staff and students regarding steps they can take to protect themselves online.
This may include:
 - advising those targeted not to retaliate or reply;
 - providing advice on blocking or removing people from contact lists;
 - helping those involved to think carefully about what private information they may have in the public domain.
- Supporting students
- Students who have been bullied will be supported by:
 - Reassuring the pupil and providing continuous pastoral support.
 - Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding officer or a member of staff of their choice.
 - Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
 - Working towards restoring self-esteem and confidence.
 -
- Students who have perpetrated bullying will be helped by:
 - Discussing what happened, establishing the concern and the need to change.
 - Informing parents/guardians 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), and fixed-term or permanent exclusions.



5. SUPPORTING ADULTS

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.

Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.

Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.

Reassuring and offering appropriate support. Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the Head of School to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.
- Creating a supportive and 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).
- Recognising the potential for children with SEN and disabilities to be disproportionately impacted by bullying, therefore additional pastoral support will be implemented as required.
- Openly discussing differences between people that could motivate bullying, such as: children from varied family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.

Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.

Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.

Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.

Actively create "safe spaces" for vulnerable children and young people.

Celebrate success and achievements to promote and build a positive school ethos.



6. EDUCATION AND TRAINING

The school community will:

Train all staff, including: teaching staff, support staff to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.

Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, etc.

Collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.

Ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week

Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

7. INVOLVEMENT OF STUDENTS

We will: Involve students in policy writing and decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.

Regularly canvas children and young people's views on the extent and nature of bullying.

Ensure that all students know how to express worries and anxieties about bullying.

Ensure that 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 schools and embedded messages in the wider school curriculum.

Utilise pupil voice in providing pupil led education and support

Publicise the details of internal support, as well as external helplines and websites.

Offer support to students who have been bullied and to those who are bullying to address the problems they have.

8. INVOLVEMENT AND LIAISON WITH PARENTS AND GUARDIANS

We will:

- Take steps to involve parents and guardians in develop policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/guardians in a variety of formats, including via the school website.



- Ensure all parents/guardians know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/guardians and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/guardians know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.
- Monitoring and review: putting policy into practice
 - The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
 - Any issues identified will be incorporated into the school's action planning.
 - The Head of School will be informed of bullying concerns, as appropriate.
 - The Behaviour Officer will keep a record of all bullying incidents.
 - The incidents of bullying will be included in the termly summary report to the governing body.

This policy will be reviewed regularly to ensure it still meets the needs for RCS and whether any amendments are required to be made.