

Anti bullying policy

Rationale

In RSD we seek to provide for our pupils a safe and caring environment where bullying will not be tolerated. Each pupil should have the opportunity to develop their self-confidence and reach their academic potential in an atmosphere of mutual respect.

Definition of bullying

Bullying may be defined as the *repeated* use of power by one or more people intentionally to harm, hurt or adversely affect the rights and needs of another or others. It may be physical (e.g. pushing, hitting), verbal (e.g. threatening, taunting), indirect (e.g. isolating someone) or cyber bullying (e.g. via the use of electronic, photographic or mobile text/image)

Preventive strategies

- An effective pastoral system within which each pupil is valued and listened to, high standards of behaviour and self discipline are promoted and good relationships are developed between pupils and between pupils and teachers.
- The issue of bullying is addressed within Personal Development lessons and assemblies e.g. during anti-bullying week. The emphasis is on creating an ethos where pupils support each other and do not stand by when others are being bullied but report the matter to a teacher.
- Effective supervision of the school buildings and grounds with Duty Staff and Prefects being alert to the possibility of bullying occurring.
- Mobile phones must be kept in lockers during the school day (See school rules)

Procedures for managing incidents of bullying

- Where there is an allegation or suspicion of bullying staff should report the situation to the Head of Year. The Head of Year should involve a Deputy Head and/or the Headmaster where appropriate.
- Every incident should be thoroughly and sensitively investigated by the Head of Year as promptly as possible. Interviews should be conducted at a suitable time and location bearing in mind the sensitivity surrounding the issue.
- A written record of the incident must be recorded using the Incident Report forms, a copy put on the relevant pupils' files and a copy kept by the Head of Year.
- After each investigation an attempt must be made to help the pupil involved in bullying behaviour to understand that his/her behaviour must change and why his/her behaviour is unacceptable. He/she should consider the feelings of the pupil who has been bullied. The pupil who has been bullied must be supported and must understand that any further incidents should be reported immediately to the appropriate member of staff. Pupils may be brought together in an attempt to improve relations, if felt appropriate. Heads of Year will implement the most appropriate interventions. The situation should continue to be monitored.
- In instances of very serious or persistent cases of bullying the help of outside agencies may be sought.

Sanctions

Depending on the nature of the incident one of the following range of sanctions will be given to a pupil involved in bullying behaviour:

- A warning to stop offending
- A Friday afternoon detention
- A Saturday morning detention
- Suspension from school
- In very serious cases, if bullying behaviour continues, permanent exclusion may be recommended.

Guidance for parents

If parents suspect that their child is being bullied they should contact the Form Tutor or Head of Year. Parents who report an incident of bullying will be informed of the outcome of the investigation and the steps to be taken.

Guidance for pupils

Pupils who are being bullied or who know that someone else is being bullied should report the matter as soon as possible to their Form Tutor, Head of Year or any other member of staff they can relate to easily. Pupils should not retaliate but walk away and report the incident to a member of staff.

After an incident has been dealt with a pupil must report it immediately if the bullying ever starts again.

Links with other school policies

This policy is set within the broader school context of Pastoral Care and should be read in conjunction with related documents and policies such as School Rules, Child Protection/Discipline/Acceptable Use of the Internet policies.

This policy will be reviewed annually.