



Robert Clack School of Science

Anti Bullying Policy 2015 – 2016

13/10/2015

Ratified on :

Noel J. Grady

Signed by :

(Chair of Governors)



Robert Clack School of Science Policy

2.1 Anti-Bullying Policy

The Governing Body, Head teacher and Staff will ensure that the policy is implemented equally in all cases, without regard to ethnic origin, cultural differences, gender, disability or sexuality issues. They will ensure that pupils are listened to and that their concerns are appropriately addressed.

This policy will be monitored by Sir Paul Grant, Mr. P Argent, Mrs. L Josiah and Miss. E Valentine (Social Inclusion Managers)

Rationale

Robert Clack School's Anti-Bullying Policy Statement incorporates the views and expectations of the Local Authority. Robert Clack School believes that all its members are entitled to conduct their activities without the fear of being bullied. All forms of bullying, verbal and physical, prevent the community from carrying out its tasks in the most effective way.

Educating Pupils, Parents and Staff about bullying

The school aims to create a climate in which bullying is not tolerated. This will be done by:

- Identifying the kinds of bullying that take place and ensuring that all members of the school community know that these activities are not tolerated.
- Ensuring that all pupils feel confident enough to report instances of bullying.
- Running a high profile awareness campaign (Assemblies, Cross-curricular activities)
- Providing opportunities for bullies and those being bullied to receive counselling.
- Providing pupils with opportunities to consider in depth a range of issues associated with bullying e.g. through Beat Bullying Workshops.
- Ensuring that all members of the school community are aware of the guidelines.
- The School Council are given responsibilities to review all anti-bullying procedures in school.
- Any bullying by means of an electronic device in or out of school will not be tolerated and will be referred to the School's Community Police Officer.

Procedures for Dealing with Instances of Bullying

- The bullied person should report that they have been bullied. The school will ensure that:
 - Alleged victims are listened to; taken seriously; are reassured that all possible steps will be taken to ensure their safety and are informed of the timescale of any investigation;
 - Alleged bullies are listened to; are taken seriously; are informed of what action will be taken and are informed of the timescale of any investigation;
 - Parents of bullied children are aware of what action the school will take when bullying is reported. The school will make suggestions about appropriate action on the part of the parent;
 - Parents of children who bully are aware of what action the school will take when bullying is reported to them and make suggestions about appropriate action on the part of the parent;
 - Ensuring that all members of the school community receive training on the causes and effects of bullying through the pastoral curriculum.
 - All staff are aware of what action to take when bullying occurs.
- Anyone not involved but aware of instances should report them.
- Such reports will be taken seriously and acted on specifically, the school will ensure that:
 - Alleged victims are listened to; taken seriously; are reassured that all possible steps will be taken to ensure their safety and are informed of the timescale of any investigation;
 - Alleged bullies are listened to; are taken seriously; are informed of what action will be taken and are informed of the timescale of any investigation;
 - Parents of bullied children are aware of what action the school will take when bullying is reported. The school will make suggestions about appropriate action on the part of the parent; Parents of children who bully are aware of what action the school will take when bullying is reported to them and make suggestions about appropriate action on the part of the parent;
 - All staff are aware of what action to take when bullying occurs.
- Issue anti-bullying information to pupils through the planner, PSHE/Citizenship/ Skills of Life lessons and Assemblies.

Educating Pupils, Parents and Staff about Cyber-bullying

Cyber-bullying uses technology to harm a person, group of people or a relationship and can happen both inside and outside of school and at any time of the day or night. Types of Cyber-bullying included:

- Abusive messages on social media sites such as Facebook

- Sharing inappropriate messages via social media or text messaging services
- Inappropriate use of emails

The school aims to create a climate in which bullying is not tolerated. This will be done by:

- Identifying the kinds of bullying that take place and ensuring that all members of the school community know that these activities are not tolerated.
- Ensuring that all pupils feel confident enough to report instances of bullying.
- Running a high profile awareness campaign (Assemblies, School Newspaper, Cross-curricular activities)
- Providing opportunities for bullies and those being bullied to receive counselling.
- Providing pupils with opportunities to consider in depth a range of issues associated with bullying e.g. through Beat Bullying Workshops.
- Ensuring that all members of the school community are aware of the guidelines.
- The School Council are given responsibilities to review all anti-bullying procedures in school.
- Any bullying by means of an electronic device in or out of school will not be tolerated and will be referred to the School's Community Police Officer.

Procedures for Dealing with Instances of Bullying

Please refer to **Robert Clack School of Science Policy Anti-Bullying**

Issue anti-bullying information to pupils through the planner, PSHE/Citizenship/Skills for Life lessons and Assemblies.

Educating Pupils, Parents and Staff about Anti-Homophobic and Transphobic Bullying

The school aims to create a climate in which bullying is not tolerated. This will be done by:

- Identifying the use of homophobic language that is used to belittle those who are or are thought to be lesbian, gay, bisexual or transgender (LGBT) and following the guidelines which ensure:
 - No LGBT student or staff member is made to feel or referred to as inferior. This may also include those who have LGBT friends, parents/carers or other family members
 - Persistent use of homophobic bullying or language will be dealt with in the same way as any other form of bullying
 - Ensuring that all pupils feel confident enough to report instances of bullying.
 - Running a high profile awareness campaign (Assemblies, School Newspaper, Cross-curricular activities)

- Providing opportunities for bullies and those being bullied to receive counselling.
- Providing pupils with opportunities to consider in depth a range of issues associated with bullying e.g. through Beat Bullying Workshops.
- Ensuring that all members of the school community are aware of the guidelines.
- The School Council are given responsibilities to review all anti-bullying procedures in school.
- Any bullying by means of an electronic device in or out of school will not be tolerated and will be referred to the School's Community Police Officer.

Procedures for Dealing with Instances of Bullying

Please refer to **Robert Clack School of Science Policy Anti-Bullying**

Issue anti-bullying information to pupils through the planner, PSHE/Citizenship/ Skills of Life lessons and Assemblies.

Who can be a victim of Racial Discrimination or harassment?

Everybody.

What does 'Racism' mean?

Racism includes what is commonly called 'prejudice'. In the context of race it includes holding stereotyped notions about the qualities and abilities of different racial groups, and allowing these notions to influence your attitude and/or behaviour towards individuals.

Racist attitudes and behaviour can occur within any group. It is important to be vigilant in school and to counter any forms of racism.

Educating Pupils, Parents and Staff about Racist Bullying

- a) Racist name calling.
- b) Hostile, insulting or contemptuous reference to:
 - A child's clothing or dietary requirements which are prescribed by his/her religion;
 - A child's religious or social practices where these are part of the child's inherited culture.
 - Islamophobia
 - A child's name
- c) Bullying (including physical abuse and threat of physical abuse or other intimidation) based on racism.

Racist attitudes and prejudices can find their way into school from outside. These attitudes affect all of the children and can undermine our efforts to educate the children for life in a multi-cultural society.

The school aims to create a climate in which racism is not tolerated. This will be done by:

- Identifying the use of racist language that is used to belittle students and staff
 - No student or staff member is made to feel or referred to as inferior because of their race or religion
 - Not dismissing racist language as being called 'banter'
 - Persistent use of racist bullying or language will be dealt with in the same way as any other form of bullying
 - Ensuring that all pupils feel confident enough to report instances of bullying.
 - Running a high profile awareness campaign (Assemblies, School Newspaper, Cross-curricular activities)
 - Providing opportunities for bullies and those being bullied to receive counselling.
 - Providing pupils with opportunities to consider in depth a range of issues associated with bullying e.g. through Beat Bullying Workshops.
 - Ensuring that all members of the school community are aware of the guidelines.
 - The School Council are given responsibilities to review all anti-bullying procedures in school.
 - Any bullying by means of an electronic device in or out of school will not be tolerated and will be referred to the School's Community Police Officer.

Procedures for Dealing with Instances of Bullying

Please refer to **Robert Clack School of Science Policy Anti-Bullying**

Issue anti-bullying information to pupils through the planner, PSHE/Citizenship/ Skills of Life lessons and Assemblies.