

# Richmond School Anti Bullying Policy

## 1. Statement of the School Ethos

- 1.1 This School believes that everybody should be appreciated and valued for who and what they are. (See Code of Conduct)

## 2. What is Bullying

- 2.1 Bullying can take many forms. It can be physical, mental, verbal and can be done by an individual or a group.

## 3. Defining Bullying?

- 3.1 Any behaviour that makes you feel threatened, uneasy, or unhappy is bullying.

## 4. Who?

- 4.1 Anyone can be a bully and anybody can be bullied.

## 5. Where and When?

- 5.1 Bullying can take place anywhere, from buses to the school grounds and at anytime. Mobile 'phones and the Internet can be used to bully.

## 6. What Bullying can do?

- 6.1 Bullying can:
- § Make people very unhappy
  - § Make people feel bad about themselves
  - § Affect school work
  - § Affect home life
  - § Make people hurt themselves or others

## 7. Who might see bullying take place in School?

- 7.1 Everybody involved with the school might see bullying take place. Students, bus drivers, lunchtime supervisors, teachers, and prefects all have a part to play in preventing bullying behaviour and making Richmond School a **safe** and **secure** environment for everyone.
- 7.2 It is important that incidents are dealt with either immediately or at the earliest opportunity. All incidents should be recorded and those involved helped.

## **8. Response to Bullying**

- 8.1 Cases of bullying will not be ignored and will be dealt with quickly. The victim will be treated sympathetically and the situation will be considered constructively. We favour an approach by which the bully and by-standers will be involved in finding positive solutions to the victim's unhappiness. The strategies are reviewed after an agreed time period. If the bully has made no attempt to modify his/her behaviour, s/he will receive one-to-one counselling and parents of both parties should be involved. For students, if constructive punishments, such as performing useful tasks around the school fail, then exclusion is a possible course of action.
- 8.2 Instances of bullying are recorded so that data about bullying can be analysed and consequently inform revisions to this policy and the way the school responds to bullying behaviour.

## **9. What to do if you are bullied and who to turn to**

- 9.1 If you are bullied, you can talk to a friend, a member of your family, a teacher or someone else whom you trust. You could also telephone a telephone counselling service such as CHILDLINE Call 0800 1111.
- 9.2 Your Head of Year will always listen to students who feel they have been treated unfairly by other students or adults.
- 9.3 Student mentors are available to listen to students who seek support and a sympathetic 'ear' from among their peers. The number and availability of peer mentors varies depending on the frequency of training and is restricted by other demands on student time and commitment.

## **10. What parents should do if their child is a bully or victim**

- 10.1 Observe unusual behaviour and talk to your child. Suggest solutions that are suitable to the circumstances. If you are concerned, alert the school through the Tutor or Head of Year. You can also call Parent Plus on 0808 8002222.

## **11. Training implications for staff**

- 11.1 In service training is offered and provided to all staff to assist them in dealing with incidents of bullying, and to reassure them of back-up and support when helping students to deal with bullies.

## **12. Cyber Bullying**

- 12.1 This section refers to the misuse of technology which results in you feeling threatened, uneasy or unhappy. Mobile phone texting and internet chat rooms are two particular areas that can be misused in this way. This often happens at home.
- 12.2 If you are bullied in this way follow the guidelines below:
- Never reply to an unwelcome text or 'chat room' message
  - Do not delete the message; if possible, print out.
  - Inform an adult at home.

- If the messages continue the adult can contact the 'chat room' provider and report the messages.

12.3 Tutors and Heads of Year will also be available if you wish to speak to them. This is particularly important if it is affecting your school life.

### **13. Who developed the policy?**

13.1 This policy was initially started and developed by a group of volunteers under the umbrella of the Equal Opportunities Group by students in years 7 to 13 and Richmond School staff including a Head of School, Head of Year, the Youth Community Tutor, two Lunchtime Supervisors, a representative from the Administrative Team, a School Governor, and the EO Co-ordinator.

### **14. Review and Promotion of the policy**

14.1 This first policy will be updated annually but student councils will be asked to discuss ideas and to monitor the system set up by the Anti-Bullying Group.

### **15. Guidelines for Staff**

15.1 Child Abuse - If you discover or suspect that a child is being abused at home or at school, follow the Child Protection Procedures in the Staff Handbook.

### **16. Anti Harassment Support**

16.1 If you are receiving unwanted, unreasonable and offensive behaviour, or if you are accused of such behaviour, you may:

- § take your complaints through the formal procedure
- § contact the Anti-Harassment Support Network, provided by North Yorkshire County Council. Tel. 01969 780780, ext. 2807. It is open 9:00am-1:00pm on weekdays.
- § consult your union representative

**Review: June 2010**