

Anti-Bullying Policy

Approved by RET Board

Approved on June 2021

RET contact Headteacher

Revision due Every 2 years



1. Statement of Intent

- a. We are committed to providing a caring, friendly and safe environment for all our students and the right to learn in a relaxed and secure atmosphere.
- b. This policy aligns with the key values of the school and bullying of any kind is unacceptable.
- c. If bullying does occur, everyone should feel able to report this and know that incidents and attitudes will be dealt with promptly and effectively; it is our shared responsibility.
- d. We expect all stakeholders to behave in a way that maximises learning and enjoyment for all students regardless of differences due to disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. (Equality Act 2010.)
- e. In addition, to 'the characteristics' we expect all stakeholders to behave in a respectful way to all students irrespective of perceived academic ability or socio-economic status. We will actively identify and combat sexual harassment; and work with parents and other agencies to combat harmful use of social media and pornography.

2. What is bullying?

- a. Bullying is defined as the wilful, conscious desire to hurt, threaten or frighten someone. It can be physical, verbal, written (including malicious notes, e-mails, and social networking communications or text messages) and/or psychological and take place within, around or beyond school.
- b. Often bullying takes place over time but it is the intent that is important in the definition. Bullying is also the act of more than one person acting once towards an individual, of one person acting once towards many individuals and can also occur if one person acts maliciously once towards another.
- c. Bullying results in pain and distress to the victim. It can make another person feel worthless, intimidated and unwanted. It is abuse of another person and an infringement of an individual's personal rights.
- d. Bullying can be directed at students because of many issues including:
 - high or low attainment or progress within the context of the school.
 - appearance/health conditions.
 - disabilities or SEND.
 - Sexual harassment in and out of school.
 - friendship or social issues.
 - wealth/status/home circumstances.
 - race/religion.
 - culture/interests/politics.
 - sexuality/gender identity - here bullying may be sexual, sexist, or homophobic/bi-/transphobic (HBT).
- e. Bullying can take many forms and can include:
 - Verbal- name-calling, sarcasm, foul language, spreading rumours, teasing, saying spiteful things, talking behind someone's back, making disrespectful comments, being patronising out of malice, making comments about a person's ability, commenting unpleasantly about someone's clothes.
 - Emotional- being unfriendly, excluding, teasing, tormenting (e.g. threatening gestures), dirty looks, hurting someone's feelings, turning people against each other, blackmailing.
 - Physical- pushing, spitting, kicking, hitting, punching or any use of violence, forcing someone to do something they do not want to do, damaging other people's property.
 - Racist: racial comments, taunts, graffiti, gestures, bias.
 - Sexual harassment: unwanted physical contact or sexually abusive comments (either direct or using social media).
 - Sexist: comments with regards to gender stereotypes and verbalising a view that a person is lesser due to their gender.
 - HBT: comments, taunts, insults motivated by a prejudice against lesbian, gay bisexual people and people who identify as trans.
 - Cyber: misuse of all areas of internet, such as email and internet chat rooms. Mobile threats by text messaging and calls.
 - Misuse of technology- i.e. camera and video facilities.

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- SEND and disability - making fun of a student's special needs, illness or medical condition.

f. Sexual harassment can include:

- Comments/speculation about physical appearance or sexuality (in person or on-line).
- Threats and jokes about sexual humiliation and/or violence (in person or on-line).
- Starting rumours (in person or on-line).
- Physical assault including 'bra-pinging' and 'upskirting' as well as personal touching.
- Non-consensual sexual acts.
- Criminal activity in any of the above.

g. Homophobic, bi-phobic and trans-phobic bullying can, sometimes, take on a different form to other types of bullying in schools. It can involve:

- sexual gestures.
- spreading rumours.
- isolating the student suspected of being or who identifies as being LGBT+.
- threat of being "outed".
- name calling and physical bullying.
- being compared to LGBT+ celebrities.

3. Every student has the right to enjoy a school life free from bullying and harassment.

- a. At our school we do not tolerate bullying of any kind. Bullying is unacceptable because it makes students unhappy. Students who are being bullied are unlikely to concentrate effectively on their schoolwork and so their learning is affected. Some students avoid being bullied by not going to school. Students who observe unchallenged bullying and harassing behaviour may copy this anti-social behaviour or lose faith in the school's capacity to help.
- b. The School is, therefore, committed to:
- Actively identifying bullying and harassment
 - Taking seriously all allegations of bullying and harassment.
 - Combating bullying and harassment through assemblies, Sex and Relationships education, the tutorial programme and wider PSHE/RE curriculum.
 - Actively promoting values of respect and equality and celebrate diversity across the school ensuring women, ethnic minorities and LGBTQ people and their history is integrated into our curriculum.
 - Developing a climate of openness which encourages students to talk about bullying problems if they arise.
 - Working with students, staff, parents and carers and other agencies to prevent bullying and harassment from happening.
 - Dealing with it effectively when it does happen.

4. Guidelines

a. Dealing with Bullying

- The prime aim of any action is to prevent recurrence of any bullying.
- All staff must contribute to the elimination of bullying.
- All allegations of bullying should be investigated.
- All staff should be aware of available strategies and trained in their use.
- Records should be kept of all instances of bullying.
- For cases of racist, sexist and homophobic, bi-phobic, transphobic (HBT) bullying, a separate record will be kept. Where appropriate, outside agencies will be involved.

b. The Victim(s)

- The victim(s) will always be listened to – help and support will be offered as appropriate.

c. The Perpetrator(s)

- The school will work with the perpetrator to help them understand the impact of their actions and the need to modify their behaviour.

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- Consequences will be used when it seems appropriate and constructive.

d. Parents and carers

- Parents and carers will be informed of the school's policy towards bullying.
- The school will work with parents to offer support where appropriate, to both the victim and the perpetrator.
- The school recognises that parental support will be vital for the success of the school policy.
- Parents and carers will be assisted to understand that investigating bullying and harassment is complex and can take time to ensure a correct outcome.

e. Students

- Students will be made aware of the range of people they can talk to about bullying issues, including their form tutor, head of year, subject teachers, PLUS, SLT and support staff.
- Students must feel able to talk about bullying and harassment in the knowledge that something constructive will be done about it.
- Peer support needs to be harnessed to prevent bullying.
- Suggestions of how to address issues surrounding bullying and harassment will be sought through student voice.

5. Conclusion

- a. Our school will regularly review and assess our Anti-Bullying policy, procedures and reporting system to ensure we always improving, with student safety and welfare at the focus of our work.
- b. This policy is framed in the context of related School policies e.g. Behaviour and the Home-School Agreement.
- c. The successful implementation of this policy is vital to ensure that all students enjoy a happy and successful time at school.

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Appendix 1: Legislation, Statutory Guidance and Advice

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- Preventing and tackling bullying – Advice for headteachers, staff and governing bodies (Department for Education July 2017)
- Cyberbullying: Advice for headteachers and school staff (Department for Education 2014)
- <https://www.gov.uk/bullying-at-school>
- <https://www.gov.uk/guidance/safeguarding-and-remote-education-during-coronavirus-covid-19#safeguarding-pupils-and-teachers-online>