



Statement of Intent

The ultimate aim of the Richard Challoner School Anti-Bullying Policy is to prevent bullying of any sort and to ensure that everyone can operate in a supportive, caring and safe environment without fear of being bullied. All members of the community, including Governors, teaching and non-teaching staff, pupils and parents, should have an understanding of what bullying is and be familiar with the school policy on bullying. Bullying is an anti-social behaviour which affects everyone; it is unacceptable and it will not be tolerated in our Christian community. Everyone in the community has a responsibility to report any incident of bullying that comes to their attention and these reports will always be taken seriously and investigated thoroughly.

Bullying behaviours can be inside or outside school premises and can include:

- Emotional - being unfriendly, excluding, tormenting, undermining confidence (eg hiding books, threatening gestures), spreading malicious rumours, inflicting the 'silent' treatment).
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Racist - racial taunts, graffiti, gestures.
- Sexual - sexual harassment in any form is bullying, eg unwanted physical contact, sexually abusive comments, de-clothing.
- Homophobic/Gender based - because of, or focusing on, the issue of sexual orientation and/or gender.
- Verbal - name-calling, sarcasm, spreading rumours, teasing.
- Cyber - all areas of internet, such as email & internet and social media.
- Mobile misuse by text messaging, picture messaging, video clip & calls.
- Misuse of associated technology, ie camera & video facilities.
- Prejudice - on grounds of different interests or economic status, ie pupils can be bullied for being interested in things such as work, music, acting, drama, sport.
- Ganging-up - Where a group or 'in-crowd' decides that a certain person's 'face does not fit' because of certain prejudices, as exemplified above.
- Misuse of – To exploit seniority, such as pushing in front of younger pupils in the dinner queue.
- Bullying may involve complicity that falls short of direct participation by, for instance, manipulating a third party to tease or torment someone.



Signs and Symptoms

A child may indicate, by signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- does not want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school refusal)
- begins to truant
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts, or threatens, suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.



BEWARE OF EXCUSES:

“It was only a joke/banter”

“We were playing a game”

“Everyone was doing it”

“I was only borrowing it”

“We were only mucking about”

“It was an accident”

“I found it”

Prevention

A number of strategies are employed at Richard Challoner School:

- Good supervision is one of the most efficient and economical preventative strategies.
- All staff are encouraged to be vigilant for incidents of bullying.
- Anti-bullying messages are displayed on the plasma screens around the school.
- The Anti Bullying Policy is contained in the student handbook.
- A confidential and anonymous email service is available to all students.
- Network monitoring software is used to detect inappropriate use of the ICT facilities, including cyberbullying.
- A number of staff are available to the students for counselling advice.

Procedures Pupil

- Report bullying incidents to a prefect, any adult (in school) you feel comfortable talking to or log on to the school website – www.richardchalloner.com/antibullying. Or use the Here2Help link on the school iPad. Walk away from a dangerous situation and get help. The bully’s greatest weapons are silence and fear.
- Bullying will not be ignored; you will find support from your teachers, tutors and/or other adults in school.
- In cases of bullying, the student responsible will have to explain his/her behaviour to their Year Leader or a member of the Senior Leadership Team.



Parents

- If you suspect that your child is being bullied, you should contact his Year Leader.
- You will be kept informed of the school's investigation.

Staff

- All cases or suspicions of bullying should be passed on to the Year Leader.
- The Year Leader will investigate and may inform the relevant Head of Key Stage.
- If a pupil is found to be bullying, parents may be invited into school to discuss the matter.
- The report will stay in the student's file/events.
- The student will have to apologise to the person that has been bullied.
- A range of sanctions will be imposed, such as a Head's detention, internal exclusion or external exclusion.
- A permanent exclusion will be considered for persistent bullying.
- If appropriate, the Police will be consulted.
- An attempt will be made to help the bully/bullies change their behaviour.
- All year groups include bullying as a topic in the PSHE programme.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793	
Children's Legal Centre	0808 802 0008	
KIDSCAPE Parents Helpline	0845 1 205 204	(Mon-Fri, 10-4)
Parentline Plus	0808 800 2222	
Youth Access	020 8772 9900	
Bullying Online	www.bullying.co.uk	
Child Exploitation and Online Protection Command (CEOP):	www.thinkuknow.co.uk	

Review due: June 2025

Review Cycle: Bi-annual