



### **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 focussing 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](http://www.richardchalloner.com/antibullying). 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 PSE 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	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>	
Child Exploitation and Online Protection Command (CEOP):	<a href="http://www.thinkuknow.co.uk">www.thinkuknow.co.uk</a>	



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**Review Cycle: Bi-annual**