



**Roding Valley**  
HIGH SCHOOL

# **Anti-Bullying Policy**

**October 2018**

**Reviewed:** October 2018  
**Approved:** Friday 12<sup>th</sup> October 2018



**Lead Person for Bullying:** Deputy Headteacher and Designated Safeguarding Lead

## Policy Statement In Respect Of Anti-Bullying Among Pupils

It is a basic entitlement of all children at Roding Valley High School that they receive an education free from humiliation, oppression and abuse. Education is a compulsory experience and it is therefore the responsibility of all staff and pupils in the school to ensure that it takes place in an atmosphere that is caring and protective. Parents are entitled to feel confident that when they send their children to school, they will be protected from bullies. Roding Valley High School works in line with Essex Local Authority and Partners regarding Anti-Bullying Policy and Strategy 2008.

### Definition

Bullying is any behaviour which is perceived by the targeted individual or any other person, as intending to hurt, intimidate, frighten, harm or exclude. It is usually **persistent** and an abuse of power, leaving the targeted individual feeling defenceless, (Essex Anti-Bullying Steering Group 2008).

### Purposes

1. To enable pupils to clearly understand what constitutes bullying.
2. To enable pupils to understand that bullying, physical (non-verbal), verbal direct, verbal indirect (spreading rumours, excluding) or on-line, Social Media varieties, will not be tolerated by the Headteacher, staff, school governors and pupils.
3. To enable parents and pupils to feel confident that bullying will be firmly dealt with by the school.
4. To give support to the victims and provide them with appropriate strategies.
5. To promote a non-threatening ethos in the school.
6. To raise the consciousness of staff and pupils to the presence of bullying.
7. To promote an atmosphere in which pupils feel confident about seeking help and support.

### Guidelines

It is very difficult to prescribe definitive sanctions for those involved in bullying as it can take many forms and vary greatly in seriousness.

Many perceived cases of bullying are the result of friendship break-ups and these will not necessarily come within these guidelines. Our bullying definition must be referred to whenever these guidelines are used.

1. All pupils to be made aware that instances of bullying will be considered as serious breaches of the school rules and will be followed by sanctions and support as appropriate.
2. All pupils to receive, as part of their training in tutor time, drop down days and assemblies, appropriate instructions/information regarding the unacceptable nature of bullying, prevention being easier and better than cure.



3. All pupils to be encouraged to understand that to fail to notify staff of incidents of bullying is both to condone and encourage it.
4. All staff to be made aware of the school procedure for dealing with a case of bullying.
5. All students and staff to be made aware of the '**Step Process**' to follow.
6. Anti-Bullying Week will always focus on a strand of bullying and prevention.
7. Anti-bullying Workshops run regularly in the Hub.

### Examples of Bullying Behaviour

- Hiding someone's possessions
- Kicking, punching, pinching or tripping up
- Taking money or property
- Calling names
- Threatening
- Saying things about someone's family
- Ganging up against someone
- Spoiling work
- Intimidating
- Spitting at someone
- Inappropriate use of social media
- Abusive text messages, use of social media to target someone or a group and abusive websites
- Making offensive comments because of race/religion/beliefs/sexuality
- Purposely pushing in queues or corridors
- Passing offensive notes
- Spreading rumours/talking behind someone's back
- Making fun of/laughing at someone
- Making someone do something they do not want to do

The above are examples, and are subject to context of the actions and how the person feels about it. This is not an exhaustive list however, as other behaviours may be deemed to incorporate bullying.

### Code of Behaviour to Others

1. We should value each other and treat each other with respect within our community. This is part of the Roding Valley High School vision: **A**spiration, **R**espect, **E**ndeavour.
2. No forms of bullying should occur; emotional, mental, physical, verbal or on-line with Social Media.
3. We should think before we speak or act so that we do not cause another person distress.
4. If you see someone being bullied you should inform a member of staff.



### The Step Process (Action to Be Taken)

- The student who is being bullied should tell a teacher/support teacher, friend, parent or guardian
- All incidents of bullying will be logged
- It is a confidential process. The student being bullied does have the right for their name not to be used
- The victim should generally decide if the step policy is to be initiated. A member of staff may decide in the best interest of student to initiate the step process if felt necessary or in extreme cases
- Each case is taken individually and appropriate actions are taken accordingly, The Step Process is used as a guideline and subject to change

### Step 1

- The bully is identified by the student (if they feel comfortable with this). The teacher talks through the incident with the student being bullied (statements taken as appropriate) and with the bully and discusses how the student being bullied may be feeling. A clear warning given for it not to happen again
- Bully meets with the student (with a teacher present) to apologise if the student feels comfortable with this
- An appropriate detention will be given, or if Year 11, privileges are taken away, and extra-curricular activities/trips denied
- Form Tutor/Progress Leader will monitor situation
- If the student wishes, a note book will be given to record events
- Parents of the student being bullied contacted (with the consent) and bully's parents notified.
- Anti-Bullying workshop to be offered to the victim and may be compulsory to the bully
- Prefects to act as peer support/mentor if student wishes

### Step 2

If the bullying continues despite **Step 1**; the following will occur

- Bully meets with the student (with a teacher present) to talk through the situation if the student feel comfortable with this, to understand how the victim is feeling
- Parents of student being bullied are notified and invited in if the student wishes
- Parents of bully and student to have a meeting with the teacher dealing with the incident, to discuss situation and give a clear warning for this not to happen again
- A series of sanctions may be imposed
- Additional mentoring/monitoring of the student by the Form Tutor or Progress Leader
- Subject teacher's notified if in the same class to monitor.



### Step 3

If the bullying continues despite **Step 1 and 2**, the following will occur;

- A targeted report card will be given to the bully with specific targets
- The bully meets regularly with the Progress Leader or Senior Member of Staff
- Meeting convened by teacher with student being bullied, bully and other representative such as prefects
- Both sets of parents contacted and invited in
- Both bully and student being bullied should be offered counselling
- Bully may be isolated as a sanction and given appropriate work linked to bullying.

### Step 4

If the bullying continues, despite **Step 1, 2 and 3**, the following will occur;

- The bully is excluded from school. The length of the Fixed Term Exclusion would depend on the individual circumstances
- A re-entry meeting with the bully and their parents, with a Senior Member of Staff
- A clear warning given to the bully that the next incident could result in Permanent Exclusion
- All students involved will continue with counselling, anti-bullying workshops or other appropriate support

**Note:** All incidents of bullying are acted upon and logged on the Bullying Log.