



ROWHILL SCHOOL

Anti-bullying policy

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Responsibilities

Status	Non-statutory
Review cycle	Annual
Key school staff member & role	Sarah Griffey – Head of Secondary
Current policy written / reviewed	April 2024
Ratified by the governing body	April 2024
Next review due	March 2025

Version control details

Version number	Date of version	Details of updates, changes or review
1.0	March 2020	Current copy as of December 2022
2.0	February 2024	Updated and rebranded
2.1	April 2024	Updated



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Mission Statement

That all students should aspire to be:

- Successful learners
- Confident individuals
- Responsible citizens
- Effective contributors

Vision Statement

As a specialist school for a range of complex SEN which should ensure we have a highly skilled, flexible workforce to meet the needs of the all of our students, by providing a provision which meets the aspirations of the mission statement; working closely with a range of partners to enhance student outcomes.

Ethos & Values

The school aims to be positive, innovative and demanding with high expectations of performance but balanced by high levels of support for each individual's well-being. The values we believe are needed to attain this ethos include:

- Teamwork, partnership & support to ensure the best possible learning environment is created.
- Personal responsibility & leadership to ensure everyone understands their roles within the school and feel a sense of being and achievement.
- Innovation, creativity & change to ensure that the school remains at the cutting edge of teaching and learning and behavioural development.
- Resilient, optimistic & positive to ensure all stakeholders learn to cope with success and failure to develop self-esteem.
- Challenge, opportunity & recognition to ensure all possible avenues for development are investigated and achievement rewarded.
- Honesty, trust & compassion to ensure we become an emotionally intelligent community capable of understanding the feelings of others.

Introduction

This policy sets out what we do to prevent and tackle bullying and contributes to one of our overall school aims of developing an environment that promotes and recognises positive, socially acceptable behaviour.



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Aims & Objectives

Our Anti-bullying policy has been drawn up through the involvement of the whole school community. It reflects our commitment to creating an anti-bullying culture where bullying is not tolerated and everyone feels able to challenge and report bullying behaviour as well as learn, play and work free from harm or harassment. Everyone in our school community has a responsibility to contribute to our goals by challenging and reporting bullying behaviour even when they are not directly affected or involved.

Process

Our school community

- Discusses, monitors and reviews our anti-bullying policy on a regular basis
 - Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
 - Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy
 - Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate
- Supports all staff to promote positive relationships and identify and tackle bullying appropriately.

Definition of bullying:

Bullying is “**behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally.**”



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It's bullying if someone is being hurt, harmed, humiliated or intimidated with words or behaviour and can include:

- Name calling, taunting, mocking, intimidation, making offensive comments about others or their family members' or background. Use of the word gay to mean something is rubbish, is wrong, scary or unpleasant;
- Kicking; hitting; pushing; pulling; spitting; taking, damaging or hiding belongings; producing offensive graffiti;
- Gossiping; excluding people from groups, refusing to talk to a person and spreading hurtful and untruthful rumours

This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

Forms of bullying covered by this Policy

This policy covers all types of bullying including:

- Child on child: we recognise that children are vulnerable and capable of abusing their peers. We take such abuse as seriously as abuse perpetrated by an adult. This includes verbal as well as physical abuse. Child on child abuse will not be tolerated or passed off as part of "banter" or "growing up". Some of these behaviours will need to be handled with reference to other policies in school such as the Positive behaviour support policy, Child Protection policy and Online safety and acceptable use policy
- Bullying related to learning difficulties, disabilities, appearance or health
- Bullying of looked after children or issues related to family or home circumstances
- Bullying related to sexual orientation, sexualised language, gestures or any sexually harmful behaviour, LGBTQIA+ (lesbian, gay, bisexual, transgender, queer, questioning, intersex, or asexual)
- Child Sexual Exploitation/Gang association and serious violence (County Lines)
- Abuse in intimate relationships
- Bullying related to any form of prejudice: religious, ethnicity, race, beliefs or culture
- Cyber bullying; Via phones or any form of online technology.



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Preventing, identifying and responding to bullying

The school community will:

- Have a named Anti-Bullying co-ordinator: Mrs Sarah Griffey (Lead Mental Health).
- Record bullying incidents on My Concern or Class Charts.
- Listen and take time to talk to children / young people who disclose bullying, take what they say seriously and investigate the situation.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, displays, peer support and the School Council. A detailed curriculum plan including the delivery of all areas of Relationship & Sex Education.
- Train all staff including lunchtime staff, learning mentors and other support staff and school Governors to identify bullying and follow school policy and procedures on bullying, including recording and reporting incidents of bullying.
- Actively support vulnerable children and young people at risk of bullying.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

Involvement of pupils

We will:

- Regularly canvas pupil views on the extent and nature of bullying in the school.
- Obtain the views of the school council
- Ensure pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of consequences which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in schools
- Participate in National Anti-Bullying week
- Publicise the details of helplines and websites using various methods including click-on links on our school intranet and website.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.



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Liaison with parents and carers

We will:

- Ensure all stakeholders know who to contact if they are worried about bullying
- Report back to key people regarding their concerns as quickly as possible
- Ensure all parents know about our complaints procedure and how to use it effectively, promoting this by its inclusion on the policy area of the school website
- Ensure all parents / carers know where to access independent advice about face to face and cyber-bullying including the use of links on our school website
- Work with all parents and the local community to address issues beyond the school gates that give rise to bullying.

We expect parents to:

- Inform the school of any suspected bullying even if it is not their child
- Encourage their child to report bullying to a member of staff using the 4Ws - Who, What, Where and When
- Inform their children not to retaliate through violence in any situation
- If their child has been accused of bullying, work in partnership with the school and listen to evidence.

Links with other school policies and practices

- Behaviour Support policy
- Safeguarding policies
- Complaints policy
- Relationships and Sex Education policy

Professional Development

Training and information are cascaded through staff meetings and training by the anti-bullying co-ordinator, DSL's to ensure staff minimise incidents and the impact of bullying, ensuring processes are followed.



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Bullying outside of school

The school works collaboratively with a range of providers including transport, the local community and schools, Police Community Support Officers (PCSOs), and any agencies working with specific students to respond quickly and proactively to reduce bullying.

Monitoring

This policy will be reviewed annually. The named Governor for this policy will liaise with the named school Anti-Bullying co-ordinator in relation to the reporting and actions following any bullying incidents. Governors will raise concerns if there seems to be a change in reporting or incidents and ensure action is taken to reduce the problems.

The Anti-Bullying co-ordinator will make regular reports to SLT (Senior Leadership Team) based on the data and narratives available. SLT will take action if needed.

In terms of responsibility:

- Governors will take a lead role in monitoring and reviewing this policy
- Governors and all staff need to be aware of the policy and to implement it
- Headteacher to communicate the policy to the community in the best way possible
- All stakeholders need to adhere to the policy
- Parents/ Carers and non-school staff to work in partnership with the school to implement and support the aims of the policy.

- END OF POLICY -