



RAINE'S FOUNDATION SCHOOL

A Voluntary Aided Church of England School

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POLICY ON ANTI-BULLYING

Revised and applicable from MARCH 2016

Change History

Date	What changed	Committee Date Approved
March 2016	Full Review	
Derivation	DCSF Guidelines	
Revision Policy	3 Yearly	

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Anti-Bullying policy at Raine's Foundation School

Aim and principles

The Children act 1989 is clear and says that a bullying incident should be addressed as a Child protection concern when there is a reasonable cause to suspect that a child is suffering (See Child protection policy).

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without the fear of being bullied. Bullying is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated.

Definition of bullying

Bullying describes the behaviour when someone hurts another, either physically or emotionally, repeatedly and on purpose

- The behaviour has to be repeated
- The motivation has to be to hurt someone
- There is often an imbalance of power

Forms of Bullying

- Name calling and cussing
- Spreading rumours
- Making threats and intimidation
- Hitting, pinching, biting, spitting, pushing and shoving
- Inciting someone to argue or fight
- Damaging someone else's property
- Cyber Bullying-The malicious communications act 1988 says it is an offence for a person to send any electronic communication to another person with the intent to cause distress or anxiety.

Preventing Bullying

Strategies in place to prevent Bullying at Raine's Foundation School are:

- Whole staff training annually to ensure all staff are alert to signs of bullying and know to act **within the hour**. Anti-bullying policies are most effective when all school staff understand the principles and purpose of this policy
- Raising the profile of the anti-bullying policy with all stakeholders
- The SHARP system which is a confidential reporting system linked to the school website
- Anti-Bullying boxes on both sites
- Email by using the bullying email address
- Assemblies and 'Thought for the week'
- Form tutor and HOL
- Posters displayed around the school, digital signage and school website
- School council
- PSHE sessions allow pupils to openly discuss differences between people that could motivate bullying
- Regular student voice activities which will allow for new initiatives to be launched in school E.g. A 'Buddy' system in each year group
- Celebrating success is an important way of creating a positive ethos around the school. The positive conduct pyramid is published regularly.
- The school will regularly evaluate and update this policy

Anti-Bullying procedures

A) Procedures for the victim

- Trust us
- Tell the class teacher if it happens during a lesson
- Tell the FT/HOL/SLT/Office/Lunch time supervisor if it happens outside a lesson
- A pupil can report a bullying incident the following ways:
 - SHARP
 - Anti-Bullying box
 - Tell the class teacher, Form tutor, HOL or SLT
 - Email by using the bullying email address
 - Ask your parent or Carer to call or email your HOL
- It is important for the school to make reporting a bullying incident easy
- If an incident occurs outside the school then the Police should be informed
- If you receive a threatening message on social media then please ensure that you keep a copy of the message as evidence

B) Procedures for Class teacher or Form tutor

- Foster the culture of 'Telling'
- This is the responsibility of every member of staff
- Make it easy for the pupil to report it
- Assure the pupil that they will be listened to and that all concerns will be taken seriously
- Communicate the procedures for the victim to all stakeholders
- All class teachers must email Form tutor and HOL (include Emma Oma-Bare at Lower school) **within the hour** with details of the incident. Please include names, facts and action taken.

C) Procedures for HOL/SLT

- Foster the culture of 'Telling'
- This is the responsibility of every member of staff
- Make it easy for the pupil to report it
- Investigate the allegation on the same day
- The HOL will interview all involved and any witnesses and will record the incident on SIMs. Statements will be taken as evidence.

Checklist for dealing with the victim

- Assure the pupil that they will be listened to and offered support
- Inform the victim's parents/Carers
- Ensure that the victim is safe while all information is being collated. Use LSU if necessary for the victim
- Consider a mentor
- Consider a restorative justice meeting with the bully, if the victim wants to
- Consider a referral to other services if appropriate E.g. School social worker, Step Forward, Think Forward, Police liaison officer or Father Chris
- Consider a change of form

Checklist for dealing with the Bully

- If Bullying is proven then this **will** lead to progression up the exclusion continuum
- Inform the Bully's parents/Carers

- Ensure that the victim is safe while all information is being collated. Use LSU if necessary for the Bully
- Consider a restorative justice meeting with the bully
- Consider a mentor
- Consider a referral to other services if appropriate E.g. School social worker, Step Forward, Think Forward, Police liaison officer or Father Chris
- Sanction the bully. This will mean progression up the exclusion continuum
- Consider a change of form

Further sources of information

- DfE publication Preventing and tackling bullying October 2014
- Specific organisations or resources to help pupils are:
 - The Anti-bullying Alliance found at www.anti-bullyingalliance.org.uk
 - UK Safer internet centre email address is helpline@saferinternet.org.uk or call 0844 3814772