



ANTI-BULLYING POLICY

Revised May 2015

What are this policy's aims:

To establish an environment where everyone is happy, safe and feels comfortable about who they are without others judging them. Where people can be different and lessons are taught about differences and what makes us unique. Where staff and student relationships are good and students can speak in confidence in a secure and trusting environment. Where everyone understands how to help someone who is being bullied or is a bully so we can stamp out bullying.

What is bullying?

A way of making people feel insecure, unhappy, scared of humiliation, and their feelings hurt on purpose.

It is where someone does something bad to you over and over again.

Different types of bullying: *Physical* - it can be threatening, ganging up on people; *Verbal* - name calling, spreading rumours, abuse of your family, teasing in sport; *Psychological* - being left out, prejudice, silent treatment; *Racist; Sexist; Homophobic; Cyber* - texting, social networking sites.

Why is it important to respond to bullying?

- Bullying hurts; no one deserves to be a victim of bullying.
- To stop bullying from happening and becoming more serious.
- So everyone can feel safe and more confident about themselves.
 - So everyone knows they can get help.
 - It shows you are a good, true friend if you help.

What this policy hopes to do?

- Make sure everyone knows that bullying is not allowed at Roundwood Park School, we are an open school and we will talk to those involved if we know it is happening.
- That everyone will read this policy and understand what bullying is, that it should be reported and that the school will take it seriously.
- Help students and their parents know that they are safe in school.
- For students and parents to know the school is concerned and will help them if they are bullied.
- For bullies to know that it isn't right, they need to stop and that we can help them to stop. For them to be able to see the victim's point of view.
- We hope the bullies will read this policy and understand that bullying is bad.
- Encourage students to become Anti Bullying Ambassadors.

What signs or symptoms should staff, parents and students look for when trying to spot if a student is being bullied?

- Away from school a lot – not wanting to go to school, feels ill in the morning, starts truanting
- Bad moods, depressed, sad faces
- No concentration in lessons or at home. School work suffering.
- Not eating, loss of appetite
- Less confident
- Personality changes or change in behaviour (become quiet, loud, etc.)
- Stressed, feeling tired
- Non participation in lessons, sport and other activities
- Sign of panic, feeling nervous, look at their body language
- Loss of friends
- Physical injury
- Very little communication
- Purposefully avoiding people/trying to be invisible.

What could the procedures be when seeing or experiencing bullying?

Students

- Inform a member of staff or an Anti Bullying Ambassador.
- Confront the bully when you feel it is safe to do so.
- Have help to deal with the bully.
- Write a note, telling the story, you don't have to mention any names – post it in the post box available outside the KS3 Heads of Year office in the Drama corridor and get help or email abc@roundwoodpark.co.uk
- Become an Anti Bullying Ambassador and do as much as you can to help. See the Anti Bullying Ambassador page in the student planners.
- Befriend the victim
- Use the reflection room near the SEN area if required
- Keep a record (what happened, when and who) – and save any texts, social networking conversations or emails that you have been sent.
- Stay calm, be confident and let someone know as soon as possible.

Teachers

- Follow the school's procedure, don't ignore it, and investigate it quickly.
- Issue consequences C3 to C6.
- Listen to the student who is being bullied, and ask them what they want to happen and talk to the victim's friends. Respect their confidentiality within the child protection guidelines.
- Talk to the bully to see if they have any issues they wish to talk about. Be firm.
- Attempt to help the bully change their behaviour.
- Teach the bullies what bullying is, how it feels and know what will happen if they do it again. Help to change their behaviour.
- Set up a meeting with the both sets of parents and talk about the issues.
- Counselling for the victim and bully.

Parents

- Inform the school straightaway.
- Read relevant articles in RoundUp to remain up to date with e-safety.

What should the outcome be, both for the victim and the bully?

- Victims should be safe and happy; feel they can be themselves and know it won't happen again.
- Victims learn how to deal with bullies.
- Victims should know what punishment the bully has had and feel that the bully has learnt a lesson.
- Bullies should be punished and the events recorded.
- Bullies should apologise to the victim – if the victim wants them him/her to.
- Each case to be monitored to make sure bullying does not happen again.

Prevention

- Teachers and supervising staff should watch out for bullies and let them know they will be punished for their actions. Students can inform a member of staff if they witness bullying.
- A safe house / place where the victims can discuss their problems. Our safe house is the pastoral office (English Block) or the Reflection Room near the SEN office, near the canteen.
- Help victims to stand up to bullies.
- Counselling for the bullies so that they don't take their problems out on others.
- Assure victims they can come to teachers for help confidentially, within the guidelines of child protection.
- Have regular discussions as form groups to discuss the issue of bullying.
- Make sure all students know where to go for help.
- Roundwood Park has an Anti Bullying Committee email address, that students can email their problems to and can get advice about bullying. This way they won't have to feel scared about talking face to face. The email address is [**abc@roundwoodpark.co.uk**](mailto:abc@roundwoodpark.co.uk)
- New Year 7s to be allocated an older student 'buddy' or coach where required.
- Talk to the House Captains about bullying and how they can support younger students.
- Regular assemblies and items in RoundUp talking about bullying and what to do if it happens to you or someone you know. Awareness activities throughout the year.
- Host parental information evenings linked to e-safety. Articles in RoundUp to raise awareness.