



Anti-Bullying Policy

Introduction

This policy replaces any previous policy and follows the DfE regulations.

In line with the college's Equal Opportunities and Special Educational Needs policies, we aim to give all students equal opportunities to take part in all aspects of college life, as far as is appropriate, practicable and compatible with giving regard to health and safety and the efficient education of other students.

This policy takes account of the Government's aim for children to have the support they need under Every Child Matters:

- to be healthy
- to stay safe
- to enjoy and achieve
- to make a positive contribution
- to achieve economic well-being

The policy will follow the five principles of the Children's Plan:

- to support parents and families
- to allow children to reach their full potential
- to enable children to enjoy their childhood whilst preparing for adult life
- to provide services in response to children and family needs
- to use preventative measures to help students avoid the possibility of failure

This policy is based upon the College's commitment to the development and maintenance of good behaviour and a positive and inclusive ethos for all members of the College community.

Ratified by Governors: 22nd January 2018

Board of Trustees: 5th February 2018

To be reviewed every 2 years by the Deputy Headteacher (Pastoral)

Foreword

Rooks Heath College is a mixed 11 to 18 multicultural comprehensive in the London Borough of Harrow. This policy is formulated by the Deputy Headteacher, (Pastoral), in consultation with staff and is monitored by other members of the College's Leadership and Management Group. The policy is subject to review every 2 years by the College's Leadership and Management Group and is subject to approval by the governors of the college.

Statement of Intent

We are committed to being an outstanding employer, recruiting and developing the best staff for the benefit of our students. The Rooks Heath Academy Trust is the employer of staff, with the Governing Body having the responsibility for the leadership and management of the Academy. Ensuring appropriate HR policies are in place is part of that responsibility

Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is and how it is dealt with at RHC
- All governors and teaching and non-teaching staff should know what the college policy is on bullying, and follow it when bullying is reported
- All students and parents should know what the college policy is on bullying, and what they should do if bullying arises
- As a college, we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

What Is Bullying?

Bullying is the use of aggression with the intention of physically or psychologically hurting another person over a period of time. Bullying results in pain and distress to the victim.

Bullying can be:

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| * Emotional & Psychological | being unfriendly, excluding, tormenting |
| * Physical | pushing, kicking, hitting, punching or any use of violence |
| * Racist | racial taunts, graffiti, gestures |
| * Sexual | unwanted physical contact or sexually abusive comments |
| * Homophobic | because of, or focussing on the issue of sexuality |
| * Verbal | name-calling, sarcasm, spreading rumours, teasing |
| * Cyber | writing abusive/threatening/sexual comments on Internet/mobile phone/social networking sites or sending inappropriate images |

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying, and everybody has the right to be treated with respect. Students who bully need to learn different ways of behaving. Often, students who bully have underlying problems themselves, which need to be addressed.

The college has a responsibility to respond promptly and effectively to issues of bullying.

Procedures

Students should:

- Report bullying incidents to an adult as soon as possible. This could be any of the following: Form Tutor, Director of Learning, Deputy Head (Pastoral) or any teacher with whom the student feels comfortable.

Staff:

The incident/s must be recorded by the member of staff on the BfL system and one or more of the following actions must be taken:

- The relevant Director of Learning must be informed unless the case is very minor
- All relevant parties must be seen and, if appropriate, statements taken
- The bullying behaviour or threats of bullying must be fully investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour
- Restorative Justice procedures may be used
- In serious cases, parents should be informed and may be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police may be involved
- An annual report, giving the number of bullying incidents and analysed according to various criteria, will be produced and presented to Governors

Outcomes:

- The bully (bullies) may be asked to genuinely apologise
- The bully will at least be given a formal warning on a first offence
- Depending on the level and duration of the bullying, consequences will escalate in line with the BfL Policy.
- If appropriate, a sanction will be given and entered on the BfL system. These could include restorative justice, detention, seclusion or exclusion
- Other consequences may follow if there is a repeat of the behaviour
- In serious cases, or if there is repetition, then suspension, seclusion or exclusion will be considered
- If appropriate, the students will be reconciled by means of a supervised restorative justice process

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- Bullies may be asked to sign a behaviour contract
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not occur
- If appropriate, parental support will be sought to prevent further incidents
- The bully/bullies will be counselled, if deemed appropriate, to help them avoid repeat behaviour
- Victims will be counselled, if deemed appropriate, to develop strategies to deal with any future bullying

Prevention:

We will use a range of methods to help prevent bullying. These include:

- Discussing issues raised by bullying in PSHE lessons
- Using circle time
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying and discussing them
- Making up role-plays or using prepared role-plays
- Doing assemblies on the theme of bullying
- Enabling students to feel confident enough to report incidents

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 should investigate if a child:

- Is frightened of walking to or from college
- Does not want to go on the college / public bus
- Asks to be driven to college
- Changes their usual routine
- Is unwilling to go to college (college phobic)
- Begins truanting
- Becomes withdrawn anxious, or lacking in confidence
- Attempts or threatens suicide or runs away
- Self-harms
- Cries themselves to sleep at night or has nightmares
- Says they feel ill in the morning
- Begins to do poorly in college work
- Comes home with clothes torn or books damaged

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- Has possessions 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
- Bullies other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

HELP ORGANISATIONS:

- Children's Legal Centre – Child Law Advice Line: Tel: 08451 202 948
- Kidscape: helpline open Monday-Thursday, 10.00am – 4.00pm – Tel: 08451 205 204. Website: www.kidscape.org.uk
- Family Lives. Tel: 08088 002222. Website: www.familylives.org.uk
- Youth Access: Open Monday – Friday, 9.00am – 5.00pm. Tel: 020 8772 9900