

The Rawlett School

Anti-Bullying Policy

Policy prepared by:	Mrs Rebecca Walker
Policy to be reviewed on:	September 2025

September 2024

STATEMENT OF INTENT

At The Rawlett School we are passionate about our mission to provide an education of the highest quality which develops all students to achieve their full potential.

Our anti-bullying policy supports this by:

- Promoting respect and tolerance towards everyone
- Helping students recognise what is right and wrong
- Supporting the formation of good relationships

AIM

The aim of the Anti-Bullying Policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied; that all members of the Academy are free from fear of bullying.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available in the Academy.

WHAT IS BULLYING?

DFS definition:

“Behaviour by an individual or group; usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”.

- Bullying is the use of aggression with the intention of hurting another person.
- Bullying is usually deliberate and usually consists of repeated acts.
- Bullying results in pain and distress for the victim.

S.T.O.P. is a useful working definition:

**Several
Times
On
Purpose**

Bullying consists of three basic types of abuse:

Emotional

For example:

being unfriendly, excluding from social groups
tormenting (hiding possessions or making threatening gestures)
bossing about
hurting people's feelings, being nasty, being mean
picture/video clip (cyber)

could be bullying

Verbal

For example:

name-calling
taunting
threatening
offensive remarks
texts, e-mails, Instant Messaging (cyber)

could be bullying

Physical

For example:

pushing people around
kicking, hitting
taking, damaging possessions
any use of any form of physical violence

could be bullying

Rawlett recognises that bullying that is motivated by prejudice is a particular concern, for example:

- Racist,
- Sexist
- sexual orientation (including homophobic or biphobic bullying)
- religion or belief
- Appearance
- Culture
- Bullying that is related to perceptions about disability and/or special educational needs.
- Social Class or Socioeconomic Background
- Trans identity, including non binary identity
- Related to home or other personal situation
- Related to another vulnerable group of people

Derogatory Language

Derogatory or offensive language is not acceptable. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff, and recorded and monitored on CPOMS. Follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using CPOMS/Arbour.

Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people

and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

PROMOTION OF THIS POLICY

The policy and methods for reporting bullying concerns will be promoted throughout the Academy, for example:

- display of information within Academy
- mailshots to families
- information packs for new students and staff
- through regular awareness raising activities with existing students.
- through assemblies

PREVENTATIVE MEASURES

The Academy will:

- train staff to recognise all forms of bullying
- raise awareness of the nature of bullying through inclusion in: form time, assemblies, subject areas and informal discussion, as appropriate
- Emphasise its importance of reporting incidents of bullying, both observed and experienced, and including confidentiality as an option in making such reports.
- Hold an annual anti bullying week within the academy, in conjunction with nationally recognised anti bullying campaign
- Emphasising REPEATEDLY that BULLYING WILL NOT BE TOLERATED AT Rawlett
- participate in national and local initiatives such as Anti-bullying Week
- seek to develop links with the wider community that will support inclusive anti-bullying education
- use specific strategies, for example peer mentoring, on a regular basis and implement them if appropriate, subject to available resources

IDENTIFYING AND REPORTING CONCERNS ABOUT BULLYING

All concerns about bullying will be taken seriously and investigated thoroughly.

Students

All students (including 'onlookers' acting on behalf of another student) will be encouraged to report bullying by:

- talking to any member of staff
- talking to a friend to act as intermediary with any member of staff
- contacting local and national support agencies for advice/support such as Childline
- Using the 'Report Bullying' tab on the Student Welfare and Bullying section on the website

Staff

All staff in Academy will be charged with reporting bullying by:

- dealing with the immediate issue
- recording it on the perpetrator's Arbour account and CPOMS record as a bullying issue

Heads of Year/Pastoral Managers, on receipt of information about a bullying incident, will:

- interview those involved and record the interviews. This will be held in line with the school's data protection policy/practice
- inform Tutors, and if it persists, advise the appropriate subject teachers
- contact parents/carers
- put in place appropriate consequences

Parents/carers

All responsible adults will be encouraged to report concerns about bullying and to support the Academy in tackling it, by:

- contacting the Academy by telephone and speaking with their child's tutor, Head of Year/Pastoral Manager or a senior member of staff

RESPONDING TO REPORTS ABOUT BULLYING

The Academy

Rawlett will take the following steps when dealing with concerns about bullying:

- if bullying is suspected/reported, it will be dealt with by the member of staff who has been made aware of it
- A clear account of the concern will be recorded and given to the Pastoral Team
- The Pastoral Team will interview those involved and record the interviews. This will be held in line with the school's data protection policy/practice
- Tutors will be kept informed and, if it persists, the appropriate subject teachers
- Parents/Carers and other relevant adults will be kept informed

- where bullying takes place outside of the Academy, any other relevant schools or agencies (e.g. youth clubs, transport providers) will be informed about the concerns and any actions taken.
- consequences will be used as appropriate and in consultation with all parties involved

Students and staff

Students and staff who have been bullied will be supported by:

- offering an opportunity to discuss any issues with a member of staff of their choice
- providing reassurance that the bullying will be addressed
- offering continuous support to restore self-esteem and confidence
- the use of specialist interventions and/or referrals to other agencies where appropriate

Students who have bullied will be helped by:

- discussing what happened and why the student became involved
- establishing the wrongdoing and need to change
- informing parents/carers to help change the attitude of the student
- the use of specialist interventions and/or referrals to other agencies where appropriate

Parents/Carers

Most concerns about bullying should be resolved through discussion between home and the Academy.

- parents/carers will be asked to support the Academy in the consequences taken
- where a student is involved in bullying others outside the Academy, (e.g. in the street or through the use of the internet at home) parents/carers will be asked to work with the Academy in addressing their child's behaviour (e.g. restricting/monitoring their use of the internet or mobile phone)
- referral of the family to external support agencies may be made where appropriate
- where a parent/carer feels their concerns have not been resolved, they would be encouraged to use the formal Complaints Procedure

The following consequences can be taken:

- official warnings to cease offending behaviour
- mediation
- detention
- exclusion from certain areas of school premises
- confiscation of mobile phones, in line with Academy policy
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

MONITORING, EVALUATION AND REVIEW

The Student Welfare Officer has been identified to lead on the implementation of the policy and act as the link person with the local authority.

A termly report will be made to the Academy Council, including statistics about:

- the number of reported concerns
- monitoring information about the students involved
- motivations for bullying
- actions taken and outcomes

Statistical information will be provided as required.

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Under the Education Inspections Bill 2006 the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so. Schools also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address the bullying of staff by pupils ('Safe to learn' DCSF 2007).

School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- A student-friendly anti-bullying policy ensures all pupils understand and uphold the anti-bullying policy.
- Our behaviour policy sets clear expectations about acceptable behaviour and how members of the school community should treat one another.
- Our curriculum includes opportunities for students to learn about different types of bullying and what they can do to prevent and respond to bullying.
- Tutor time provides regular opportunities to discuss issues that may arise in class and form tutors to target specific interventions.
- Whole-school and year group assemblies help raise pupils' awareness of bullying and derogatory language.
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-bullying week, Black History Month and LGBTQ+ History Month
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.
- Stereotypes are challenged by staff and pupils across the school.
- Peer mentoring and student-led programmes offer support to all.
- Restorative justice programmes provide support to targets of bullying and those who show bullying behaviour.
- Students are continually involved in developing school-wide anti-bullying initiatives through consultation with the EDDI and Student Leaders and through the anti-bullying survey.
- Working with parents and carers, and in partnership with community organisations, to tackle bullying where appropriate.

Training

The head teacher is responsible for ensuring that all school staff, both teaching and nonteaching (including midday supervisors, caretakers and librarians) receive regular training on all aspects of the anti-bullying policy

Anti-Bullying Policy Summary

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HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	020 7954 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon – Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk
Childline Online	www.childline.org.uk
Anti- Bullying Network Online	www.antibullying.net

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice