

# Richard Lander School

## Anti-Bullying and Harassment Policy



Policy Effective From: September 2021

Responsibility: Deputy Head/Head/Governing Body

Reviewed and monitored by: Deputy Head/Head/Governing Body

Review Date: September 2022

### Introduction

Bullying is defined as *'Persistent deliberate, unprovoked physical or psychological harm by a more powerful person or group, against a weaker person or group'*.

Our aim is to provide an environment free of the above.

This policy is to be used in conjunction with the Behaviour Policy, Race & Diversity Policy, and the Single Equality Scheme.

At Richard Lander School, everyone has the right to work in a happy environment without need to fear or have to cope with bullying. If an incident is reported, it will be dealt with fairly, promptly and fully.

### Aims

To ensure that students, parents and staff:

- Understand that bullying, in all its forms, is unacceptable at Richard Lander School
- Understand what is meant by bullying, including; homophobic, racist, other discriminatory bullying, cyber bullying, sexual bullying, coercion, intimidation, isolation and rumour spreading.
- Understand how to report an incident of bullying and how the matter will be dealt with
- Feel comfortable sharing issues connected with bullying. In this respect, we are a 'telling school'.

### Guidelines and Principles

- Tutors should develop a positive and supportive relationship with their tutees so that if bullying is experienced, students will feel comfortable sharing this with them, knowing the matter will be dealt with.
- The issue of bullying will be addressed formally through: tutor activity, Personal Development lessons, other curriculum areas (where relevant to their programmes of study) and also through the assembly programme and Moodle.

- Bullying will also be addressed through formal channels such as the School Council, as well as student and parent conferencing.

### **Systems and Processes**

- There may be a staged approach to issues of bullying and staff should recognise when the issue should be elevated to the next level. This includes action / support from:
  - Tutor or teacher
  - Referral to the Student Support team for investigation or further support, and communication home
  - SLT (including the Designated Senior Person)
  - At times it will be appropriate to involve outside agency support such as Anti-Bullying Cornwall (ABC) or the Police Community Liaison Officer.
  - Peer to peer mentoring / support is offered through the 'Respect' group. Students who run this group have received appropriate training.

Staff who record bullying incidents should do so through the SIMS function as set out by the school. For all incidents of bullying, staff should:

- Fill in the 'comment' box with details of the incident. (In normal circumstances, the comment box will allow sufficient space to detail the incident. If not, this should be supported by separate e-mail)
- If the issue is more serious or requires more of a detailed explanation due to the complexity of the circumstance, staff should make direct representation, either in person or by phone call, to the Student Support team, who will deal with the issue further.

Incidents of bullying:

- Will also result in appropriate sanction whose aim will be to: (a) restore a sense of justice (b) help the perpetrator understand why his / her actions were wrong (c) ensure both the victim (and others) recognise that the school deals with such matters fairly and appropriately.
- Incidents of bullying should result in contact with parents – victim and perpetrator
- Incidents of bullying must be recorded and placed on file - victim or perpetrator – at times both. (Staff should be aware that incident reports may be viewed at a further stage by parents.)
- Incidents of bullying will be recorded on SIMS and analysed each half term by the Assistant Headteacher responsible for managing this, and the SLT. This will also be analysed with the Chair of Governors on a termly basis. This will include analysis by:
  - Year Group
  - Gender
  - Within curriculum areas

- Types of bullying
  - Specific groups identified in the School's Equality Scheme
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- An overall summary analysis will be reported to the Full Governing Body annually. (Exclusions will be reported termly.)
  - The school will also report the number of bullying related incidents to ABC each half term, which analyses figures at a county level, for the Local Authority.