

RIVERSIDE SCHOOL



Anti Bullying Policy

APPROVED BY GOVERNORS ON

DUE FOR REVIEW -

RESPONSIBLE PERSON – HEADTEACHER

SIGNED BY CHAIR OF GOVERNORS _____

1) Introduction

1.1) Riverside School is committed to providing a working and learning environment where people can achieve their full potential. This policy should be read in conjunction with the Bromley 'Dignity at Work: Tackling Harassment and Bullying in School procedure.'

1.2) Formal procedures under this policy would be taken by staff in line with the Grievance procedure. Bullying is a form of harassment, other types of harassment covered by the procedure are given in Appendix 1.

1.3) This policy applies to all students and staff at the School and relates to bullying/harassment perpetrated by:

- a student against a student
- a student against a member of staff
- a member of staff against a student
- a member of staff against a member of staff

1.4) The aim of the anti-bullying policy is to ensure that pupils learn and staff work in a supportive, caring and safe environment without fear of being bullied. 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 pupils and staff be able to fully benefit from the opportunities available at schools.

1.5) Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

physical (hitting, kicking, theft)

verbal (name calling, racist remarks)

indirect (spreading rumours, excluding someone from social groups)

1.6) Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

1.7) School staff are aware of the need to observe pupils during classes, break times and in the playground. Any member of staff who observes any bullying should try to deal with it immediately (if appropriate) and refer the incident to the class teacher of both pupils involved. The teacher will then decide the best method of dealing with the problem and discuss with members of the Senior Management Team if necessary.

2) Statutory duty of schools

2.1) 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.

3) Implementation

3.1) All students and staff can help to

- prevent harassment by being sensitive to the reactions and needs of others, and ensuring that their conduct does not cause offence;
- discourage harassment by others through making it clear that such conduct is unacceptable, and supporting colleagues and peers who are taking steps to stop the harassment

3.2) Pupils who have been bullied will be supported by offering an immediate opportunity to discuss the experience with a member of staff of their choice; given reassurance and continuous support.

3.3) Pupils who have bullied will be helped by discussing what happened and discovering why the pupil became involved. Parents will be informed.

3.4) Disciplinary steps may be taken in line with our Behaviour Management Policy and only in extreme events will exclusion of any kind be considered.

3.5) Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE and assemblies. One of the modules teaches the pupils to have respect for each other, to be aware of other people's needs and to find a trusted adult who will help them with any personal problems.

3.6) Staff who consider they have been bullied should make a complaint either orally or in writing to a supervisor/manager either informally or formally by submitting a grievance complaint.

4) Monitoring, evaluation and review

4.1) The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Appendix A - Examples of harassment

The examples given below, which include unacceptable physical and verbal conduct, are not exhaustive. Harassment on grounds of race, sex and disability now constitute forms of discrimination under the law.

Sex-related harassment

Examples include displaying power over a man or a woman because of gender through disparaging gender-related remarks and threatening behaviour.

Sexual harassment

Examples include unnecessary touching, unwelcome jokes of a sexual nature, inappropriate use of suggestive visual display unit material, intimidating behaviour such as asking for, or offering, sexual favours in return for positive academic assessment or promotion.

Harassment on grounds of sexual orientation

Examples include homophobic remarks or unwelcome jokes, threats to disclose sexuality and intimate questions about sexual activity.

Racial harassment

Examples include inappropriate questioning and/or jokes about racial or ethnic origin, offensive graffiti and intimidating behaviour, including threatening gestures.

Personal harassment

Examples include making fun of personal circumstances or appearance.

Bullying

This can be physical or psychological. Examples of psychological bullying include unmerited criticism, isolation, gossip, essential information withheld, or behaviour that is intimidating or demeaning.

Harassment of disabled people

Examples include discussion of the effects of a disability on an individual's personal life, uninvited touching or staring, and inappropriate questioning about the impact of someone's disability.

Age harassment

Examples include derogatory age-related remarks and unjustifiable dismissal of suggestions on the grounds of the age of the person.

Stalking

This can be physical or psychological. Examples include leaving repeated or alarming messages on voice mail or e-mail, following people home, or approaching others to ask for personal information.