ANTI-BULLYING POLICY

Review frequency	Every 2 Years
Date policy approved and adopted:	January 2017
Policy agreed by:	Board of Governors
Date policy published:	January 2017
Next review date:	January 2019

ROYAL GREENWICH TRUST SCHOOL ANTI-BULLYING POLICY

1) Objectives of this policy

This policy outlines what Royal Greenwich Trust School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community.

2) Our school community:

* Discusses, monitors and reviews our anti-bullying policy on a regular basis.
* Supports staff to promote positive relationships and to identify and tackle bullying appropriately.
* Ensures that students are aware that all bullying concerns will be dealt with sensitively and effectively; that students' feel safe to learn; and that students abide by the anti-bullying policy.
* Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
* Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

3) Definition of bullying

Bullying is **"Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally"**.

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and electronic messaging (including through web-sites, social networking sites and Instant Messenger), sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

4) Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- ∗ Bullying related to race, religion or culture.
- ∗ Bullying related to special educational needs.
- ∗ Bullying related to appearance or health conditions.
- ∗ Bullying related to sexual orientation.
- ∗ Bullying of young carers or looked after children or otherwise related to home circumstances.
- ∗ Sexist or sexual bullying.
- ∗ Cyber bullying.

5) Preventing, identifying and responding to bullying

We shall:
- ∗ Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- ∗ Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience.
- ∗ Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through community parliaments and School council.
- ∗ Train all staff to identify bullying and follow School policy and procedures on bullying.
- ∗ Actively create "safe spaces" for vulnerable children and young people, e.g. Head of Year office.

6) Involvement of students

We shall:
- ∗ Regularly canvas students' views on the extent and nature of bullying.
- ∗ Ensure students know how to express worries and anxieties about bullying.
- ∗ Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- ∗ Involve students in anti-bullying campaigns in schools.
- ∗ Publicise the details of helplines and websites.
- ∗ Offer support to students who have been bullied.
- ∗ Work with students who have been bullying in order to address the problems they have

7) Liaison with parents and carers

We shall:
* Ensure that parents/carers know whom to contact if they are worried about bullying.
* Ensure parents/carers know about our complaints procedure and how to use it effectively.
* Ensure parents/carers know where to access independent advice about bullying.
* Work with parents/carers and the local community to address issues beyond the School gates that give rise to bullying.

8) Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:
* Complaints procedure.
* The PSHE, SRE and SMSC Policies
* The Behaviour for Learning Policy
* The recording of racial incidents.

9) Monitoring & review, policy into practice

We will review this policy once every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the Royal Greenwich Safeguarding Children Board.