Leverhulme
Church of England and Community Trust

Rivington and Blackrod High School - Anti Bullying Policy

September 2026

Rivington and Blackrod High School defines bullying as: ***"Any action that has the intention to cause physical or emotional harm, happens regularly and is often aimed at certain groups"*** and works tirelessly to support all members of the school community to recognise, address and eradicate it.
We adopt a zero tolerance approach to all instances of bullying. Bullying in school is everyone's problem. All staff, students and parents should be aware that bullying exists and share a commitment to combat it and make the school a happy and safe environment in which everyone can work.

<u>The Guiding Principles of the policy are that the school will ensure:</u>

- We comply with our legal duties including The Equality Act 2010;
- We provide a definition and examples of what bullying is; **(appendix 1)**
- We promote an anti-bullying message through the academic and pastoral curriculum to encourage all members of the school community to act in a caring manner towards each other (health ambassadors and peer mentors); **(appendix 2)**
- We make every effort to resolve bullying;
- Students and parents are listened to, and any reports of bullying are taken seriously, advising follow up with the Police if necessary and
- We provide a secure, safe and caring environment where bullying is not tolerated.

<u>The Aims of the policy are to ensure:</u>

- Everyone in the school is treated with respect, and acts with courtesy and consideration at all times;
- The school provides a consistent approach to bullying incidents that are brought to the school's attention;
- The school community works together to ensure the school is a safe place for all adults and children, in which there is no place for bullying;
- We develop a culture which recognises that bullying exists, encourages students to report instances of bullying and sends a message that bullying will not be tolerated;
- All allegations are treated seriously and acted upon until everyone is happy that the bullying has stopped;
- Students are clear about who to report concerns to and
- We create a safe environment where students can openly discuss the cause of their bullying, without fear of further bullying or discrimination.

<u>In Implementing the policy the school will ensure:</u>

- Bullying both on and off the school site will be dealt with in the same manner;
- Staff are given appropriate support and relevant professional development opportunities to support them in implementing successful strategies to address all issues around anti bullying;
- Staff are accessible and listen to students' concerns;
- Staff are vigilant in observing relationships inside and outside the classroom;
- Staff are able to identify vulnerable children who may fall victim to bullying i.e those with a lack of close friends in school; extremes of personality; race;

religion; sexual/ gender orientation; social classes and disability, or some other obvious differences, eg stammering or acne;
- Staff are able to identify those who demonstrate bullying behaviour;
- Necessary steps are taken to identify those responsible, appropriate sanctions used and help and guidance given to modify behaviour;
- Parents who have raised a concern about bullying will be reported back to fully;
- All incidents and actions are recorded on Go4Schools;
- All governors, teaching and non-teaching staff, students and parents have an understanding of what bullying is;
- All governors, teaching and non-teaching staff, students and parents understand the anti-bullying policy, and the what to do if incidences of bullying arise;
- Staff treat a bullying incident as a child protection concern where there is 'reasonable cause to suspect that a child is or is likely to suffer significant harm.' Bullying can be part of other forms of abuse, including neglect, emotional, physical and sexual abuse. Even when safeguarding is not considered to be an issue school will look for the reasons behind the bullying and may draw on external services for support and
- The policy is disseminated via the school's website, in the staff handbook and as part of the induction for all new staff.

<u>In Monitoring and Evaluating the policy the school will:</u>

- Ensure it complies with its legal duty to include measures to prevent all forms of bullying among students including those with 'protected characteristics';
- Continually review pastoral systems in school to prevent and respond to all forms of bullying;
- Review the policy annually;
- Categorise and report on any incidents of bullying to the Governing Board;
- Track behaviour records on Go4Schools to identify patterns and trends;
- Ensure that students have an overt voice and contribution in the monitoring and evaluation of any intervention. This could subsequently be reported anonymously, via case studies, to the Governing Board and
- Only share information about a student to another party with parental consent.

<u>Dealing with incidents of bullying</u>

All incidents of bullying will be viewed seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.

Cases of bullying may be investigated by both the School and the Police. Consequences will be issued in line with the School's Behaviour for Learning Policy and in relation to the level of the offence that has taken place. Bullying and/or racist behaviour can result in a student being permanently excluded from the School and will almost always result in a Fixed-Term exclusion being issued. In cases of bullying the bully may be removed from a particular teaching group and in some cases be prohibited from participating in a School trip/visit or other event.

As in all cases it is the responsibility of the victim to pursue legal proceedings against the perpetrator/s. However, all incidents of bullying/racist behaviour will be recorded, and in the case of racist incidents, the Local Authority will be informed.

The School will initiate Police involvement where appropriate under the Safer Schools Partnership Programme.

In dealing with allegations of bullying, School staff will not ignore it. Staff will not make preconceived assumptions and will endeavour to listen to all accounts of the incidents. Staff will adopt a problem-solving approach that encourages students to look at the issues from a restorative perspective.

All bullying incidents should be referred immediately to the Head of Year the Pastoral Year Lead within which the victim is registered. An investigation will then take place in line with Pastoral Procedures.

Bullying which occurs outside premises
Staff members have the power to discipline students for misbehaving outside the school premises.

Where bullying outside school is reported to school staff, it will be investigated and acted on in line with the schools anti-bullying policy. School will also consider whether it is appropriate to notify the police or other outside agencies.

Roles and responsibilities

The Governing Board

- Carry out its duties under anti-discrimination laws, including The Equality Act 2010;
- Ensure there are strategies, processes and supporting accountability channels to ensure they prevent discrimination, harassment and victimisation within the school;
- Receive regular reports on any incidents of bullying;
- Help to proactively promote and develop a secure, safe and caring environment where bullying is not tolerated;
- Ensure all Governors understand what bullying is and
- Ensure all Governors understand the anti-bullying policy.

All staff

- To recognise signs and symptoms of bullying including;
- ***Lateness and absences;***
- ***anxiety about travelling to and from school;***
- ***deterioration in educational performance, loss of concentration, loss of enthusiasm and interest in school;***
- ***patterns of physical illness (headaches, stomach ache);***
- ***unexplained changes in mood or behaviour;***
- ***visible signs of anxiety or distress (stammering, crying, not eating);***
- ***spontaneous out of character comments about students or teachers;***
- ***unexplained bruising or cuts, or damaged clothing;***

- ***reluctance and/or refusal to say what is troubling him/her;***
- ***preferring to stay in the company of adults;***
- ***reluctance to leave the school building during break, lunch time, or at the end of the school day.***

These signs do not necessarily mean a student is being bullied. If repeated or occurring in combination they warrant investigation.

- To listen carefully and sympathetically to students' concerns, and initiate an appropriate course of action;
- Address the theme of bullying specifically through PSHCE, assemblies and class based activities in English, Drama and Religious Studies;
- Demonstrate a high standard of personal and social behaviour;
- Recognise national anti-bullying week;
- Take action when bullying is suspected by;
  - ***Listening to students' concerns;***
  - ***Asking students what they would like to see happening to resolve the situation and what they think would make it worse;***
  - ***Informing and involving relevant pastoral staff;***
  - ***Following up any complaint by a parent about bullying and reporting back promptly on the action taken;***
  - ***Dealing with observed instances of bullying promptly and effectively, and in accordance with agreed procedures and***
  - ***Ensuring all details are logged on Go4Schools.***

- Access training opportunities around bullying, and disseminate knowledge to colleagues;
- Be aware of legislation and guidance around all types of bullying;
- Reinforce positive language and challenge inappropriate comments and
- Praise and encourage students when they show kindness and consideration to others.

<u>Parents and Carers</u>

- Watch out for signs of distress or unusual behaviour in your child;
- Advise your child to report any bullying to their Form Tutor, Pastoral Year Lead or Head of Year at their earliest convenience;
- Advise your child not to retaliate violently to any form of bullying;
- Be sympathetic and supportive towards your child and reassure them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying;
- Inform the school of any suspected bullying, even if your child is not involved;
- Cooperate with and support the school if your child is accused of bullying;
- DO NOT attempt to sort the problem out yourself by speaking to the child whom you think may be the bully, or their parents;
- Be aware of legislation and guidance around bullying and
- Support or agree that your child must speak first to a staff member or the Pastoral Year Lead before texting or phoning home.

Students

- Help develop a culture where bullying will not be tolerated;
- Be friendly towards people you know are being bullied, and support them to talk to a member of staff;
- Report any instances of bullying to staff in the first instance;
- If you are being bullied:

- ***Go straight to a member of staff. Make sure you allow school to deal with the bullying incident. Parents will be informed by the member of staff dealing with the incident;***
- ***Try to stay calm and look as confident as you are able;***
- ***Try to be firm and clear and tell the bully to stop;***
- ***Get away from the situation rather than retaliate;***
- ***Tell a friend;***
- ***Tell an adult;***
- ***Tell your family and***
- ***Do not respond to the bully via text, e mail or any other form of social media.***

Links with other school policies;

- Behaviour for Learning Policy
- Safeguarding and Child Protection Policy
- Acceptable Use of ICT Policy
- Social Networking Policy
- Gender Equality Policy
- Disability Equality Guidance
- Attendance Policy
- Equality Policy
- Transgender guidance

Links to legislation and guidance are included in **appendix 3**

Appendix 1

We define bullying as: ***"Any action that has the intention to cause physical or emotional harm, happens regularly and is often aimed at certain groups."***

The school has a duty, under the Equality Act, 2010, to safeguard and promote the welfare of children. Under this act the following are protected characteristics

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Bullying can take many forms, the main ones being:

Physical bullying

- Hitting
- Taking or deliberately damaging people's things
- Kicking

Verbal bullying

- Name calling
- Making insulting or offensive remarks
- Making threats

Cyberbullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside education settings. Cyber bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessible as people forward on content at a click

- Via social networking sites
- Offensive texts
- You Tube
- Prank calls
- *Sexting

For each of these, bullying can be driven by prejudice based on

- Race (racism)
- Gender (sexism)
- Religion (e.g islamophobia)
- Sexuality (homophobia)
- Special education needs and disability (hate crimes)
- Sub culture hate crimes (emos, goths, punks etc)

Bolton's Anti-bullying strategy, 2014

*it is illegal to take and share naked or 'sexy' pictures or videos of people under the age of 18, even if you are taking them of yourself.

Appendix 2

We define bullying as:

"Any action that has the intention to cause physical or emotional harm, happens regularly and is often aimed at certains groups."



Bullying inludes:
- Kicking
- Name calling
- Making threats
- Spreading rumours
- Taking people's things
- Leaving people out
- Hitting
- Racism
- Nasty text messages
- Cyber bullying

Bullying hurts, frightens and upsets people, and it doesn't have to go on for a long time to do this. We believe that any form of bullying is unaceeptable and every effort will be made to prevent it occuring.

All allegations will be treated seriously and acted upon until everyone is happy that the bullying has stopped.

The school will work closely with students, parents and teachers to raise awareness of bullying and to help eradicate the problems. PSHCE and pastoral lessons will include work on anti-bullying. The school will offer training, resources and all incidences will be communicated effectively with all involved.

Any students, parents or members of staff who are linked to bullying incidences in the school will be supported and counselled.

Appendix 3

Links to legislation and guidance;

https://www.thinkuknow.co.uk

http://www.anti-bullyingalliance.org.uk

http://www.ceop.police.uk

http://www.beatbullying.org

http://www.childline.org.uk

http://teenagehealth.rbhs.co.uk