



**Ramsey Grammar School**

**Anti-Bullying Policy**

## Anti-Bullying Policy

### Rationale

At Ramsey Grammar School we value people for who they are, leading to courtesy, consideration, respect for others' views, empathy, tolerance and mutual caring.' The Ramsey 'Way of Being' describes what is important to us and bullying of any sort directly contradicts these beliefs.

Bullying prevents an equality of opportunity and challenges our determination to provide an inclusive education. It is the responsibility of all members of the school community to prevent bullying and to support the ethos of Ramsey Grammar School. Consequently the overall aim of this policy is to support everyone within the school community in tackling bullying.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied students and to promote an anti-bullying ethos at Ramsey Grammar School.

### Links to other guidance documents

- The Ramsey Way of Being
- Safeguarding guidance
- Behaviour policy
- PGE policy
- School development plan

### Definition of Bullying

**Bullying is repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe.**

Bullying includes

- Physical – hitting, kicking or damage to property
- Verbal – e.g. name calling, insulting, sexist, racial or LGBT+
- Indirect – spreading nasty stories or rumours, excluding someone from the group.
- Cyber – sending comments by text, e-mail, message (e.g. snapchat) or posting on Facebook etc.

The participation in such activity will not be tolerated.

## Signs and Symptoms

A student may indicate by signs or behaviour that they are being bullied. Staff and carers should be aware of these possible signs and they should investigate if a student:

- is frightened of walking or getting the bus to or from school
- asks to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- attempts or threatens self harm
- feels ill in the morning
- begins to do poorly in school work
- arrives home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## Awareness Raising and Implementation of the policy

At Ramsey Grammar School we believe that prevention is better than cure. The principle of prevention will be addressed by raising awareness throughout our school.

- All students, staff (teaching and non-teaching), governors, parents and members of the wider school community are made aware of the RGS anti- bullying policy by a variety of methods, for example:
  - PGE and other curriculum opportunities
  - Assemblies
  - RGS Mail
  - School Council meetings
  - Governor's meetings/reports
  - School website
- At whole school level – through assemblies when students will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place. Assembly time will also be used to challenge the notion that there can be innocent, neutral bystanders with regards to the issue of bullying.

- Students will be reminded of our policy regularly through curriculum focus, assemblies and through supporting Anti-Bullying Week in November.
- At classroom level – especially through PGE and tutorial time the focus will be on developing strong anti-bullying messages to ensure that all students recognize that all forms of bullying are unacceptable and understand the effects of bullying upon the victims. Stereotypical views will be challenged and students encouraged to celebrate diversity in others, with particular regards to the protected characteristics outlined in the Equality Act.
- Ramsey Grammar School recognizes that there are particular times when students may be more vulnerable to bullying – lunch and break times and the beginning and end of the school day. Duty arrangements are made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents. SS&S may also be used to provide support for vulnerable students.
- Students will have the opportunity to contribute to the school's Anti-Bullying Policy through Year and School Councils.
- The school has a body of Anti-Bullying Ambassadors. They will work to raise the profile of the school's stance against bullying behaviours.

## **Incident Management and Monitoring**

Teaching and support staff at Ramsey Grammar School are expected to be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Students are told that they must report any incidents of bullying to an adult in school (usually Form Tutor or Head of Year). Alternatively they may complete a bullying form for themselves or on behalf of another student. This can be handed to their tutor, trusted adult or posted into the anti-bullying box found in the library.

Upon the report of an incident of bullying we will take appropriate action in order to support the victim and to both support and sanction the bully/bullies. We will employ a variety of strategies to suit the individual circumstances. The bully/ bullies will be made clearly aware of the consequences of repeated bullying and the sanctions, which may include suspension from school, will be explained to them.

All incidents of bullying will be taken seriously and investigated. Such investigations will normally be the responsibility of the victim's Head of Year or a member of the Leadership Group. Incidents and outcomes will be noted in student behaviour records and trends such as numbers and context of incidents and perceptions of bullying will be monitored. The LG member with responsibility for safeguarding will report information to the Department of Education, Sport and Culture as required.

At all times all students involved will be given the opportunity to talk and discuss the incident. The focus will remain on finding a solution and stopping any repeat of the behaviour.

### **Parental Involvement**

Ramsey Grammar School is firmly committed to working in partnership with parents/carers and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs. We recognise the important influence which parents/carers have on their children and would wish to enlist their support when their child is involved in bullying – either as victim or a perpetrator.

The parents of bullies and their victims will be informed of an incident and the action that has been taken. Parents will be expected to support strategies proposed to deal with the problem.

### **Evaluation and Review**

The effectiveness of this policy will be reviewed biennially by staff, parents and students and with reference to data collected during the cycle.

Date of Amended Policy Launch: January 2020 (reviewed 2022)