

Ravenscliffe High School and Sports College

Anti Bullying Policy/Procedures



RAVENSCLIFFE
@ SKIRCOAT GREEN



RAVENSCLIFFE
@ SPRINGHALL

Approved by Governors: June 2019

To be reviewed: Summer term 2022

This policy should be read in conjunction with the school's data protection policy and also the school's Prevent Policy Guidance approved by Governors June 2019

Ravenscliffe@Springhall

In September 2018 Ravenscliffe became a two site school with a Sixth Form provision based at Spring Hall. This Policy now applies to both sites and will be reviewed as usual on a 3 yearly cycle.

Bullying is considered to be the deliberate physical or psychological intimidation by someone in a position of power over a person who is unable or unwilling to defend themselves.

At Ravenscliffe we do not consider the school to have a serious problem with bullying. However we accept that there are occasions when bullying has occurred in school and we believe that the one effective way to prevent bullying is to adopt a whole school policy towards it.

The issue of bullying is the responsibility of everyone in the school as well as those directly connected with it. Where a problem becomes evident all parties become involved: the bullies, the victims, staff, parents/carers and governors.

Ravenscliffe is committed to following the good practice outlined in Safe to Learn: Embedding anti-bullying work in schools (2007) and subsequent guidance on "Preventing and responding to sexist, sexual and transphobic bullying" 2009 and "Cyber bullying: Supporting School Staff" 2009.

We are working with staff, pupils and parents to create a school community where bullying is not tolerated

Our school community

Discusses, monitors and reviews our anti bullying policy on a regular basis
Supports staff to identify and tackle bullying appropriately
Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively
Reports back quickly to parents/carers regarding their concerns on bullying
Seeks to learn from anti bullying good practice elsewhere and utilises the support of the LA and relevant statutory/voluntary organisations when appropriate."

Strategies for Dealing with Bullying

- The daily pastoral teaching and FOCUS sessions provide the ideal situation for issues of bullying to be highlighted and challenged by the staff team. The weekly Key Stage staff meetings and daily staff briefing allow for issues to be aired and discussed and solutions to be found. Additionally workshops and full staff meetings are used to highlight and discuss issues on bullying. All staff have a commitment to promoting acceptance and tolerance in our students.
- In Personal, Health and Social Education and across all other curriculum areas, programmes of study are delivered that challenge the role of the bully. The whole school assembly allows issues to be addressed and Records of Achievement to be celebrated. Each year at least one Assembly focuses on bullying with an additional focus in Key Stage assemblies.
- Staff frequently reinforce to all students the unacceptable nature of bullying and how important it is that they expose cases of bullying when seen. Staff afford the students a high level of supervision especially during break and lunch times to ensure that problems with bullying are minimised. Students are encouraged to become actively involved in the control of bullying in their peer and

pastoral groups, and through the School Council which has elected student representatives from every year group.

- The school commits itself to take any reports of bullying seriously and to ensure that Ravenscliffe remains a caring, welcoming and safe environment for all of the members of the community. We encourage mutual respect for each other's race, gender, sexual orientation, age, belief and background. We are committed to ensuring that Ravenscliffe remains a place in which all are able to achieve to their full potential.
- The school will always endeavour to work proactively with parents and carers to resolve issues related to bullying for both the victim and the bully.
- Where issues of bullying are considered racist, school staff will ensure communication at the outset with the parents/carers of the perpetrators.

Policy reviewed and approved by Martin Moorman
Governors informed 20.06.19