



Re-founded 1555

Ripon Grammar School

Engineering Specialism within a Grammar School



ANTI-BULLYING POLICY

General Statement

The School Standards and Framework Act 1998 requires maintained schools to have an Anti-Bullying policy. This document fulfils that requirement for Ripon Grammar School (RGS).

The governors value the good relationships fostered by the school among parents, students and staff, and expect that every allegation of bullying will be taken seriously and fully investigated. Some experts say that a student should be treated as being bullied simply because he/she says that they are. The governors agree that this is the attitude that RGS will adopt.

All staff, pupils and parents should be aware of the strongly negative effects that bullying can have on individuals and on the school in general, and should work towards ensuring that all students can work in an environment without fear; where they feel confident, safe and happy.

The whole school community therefore agrees that bullying is unacceptable at RGS; it will not be overlooked or tolerated. RGS also accepts its responsibility to take note of bullying perpetrated outside school, which spills over into school. The school will do what is reasonably practicable to eliminate any such bullying.

The Aims of this Policy are

- to demonstrate that RGS takes bullying seriously and that it will never be overlooked or tolerated;
- to promote positive attitudes and relationships among students such that the chance of bullying occurring is minimised;
- to take measures to prevent all forms of bullying in the school and during off-site activities;
- to support everyone in the actions to identify and protect those who might be bullied;
- to demonstrate to all that the safety and happiness of students is enhanced by dealing positively with bullying;
- to promote a school culture where telling someone about bullying is never viewed as an offence, but is the caring and responsible thing to do.

Definition of Bullying

Bullying is deliberately hurtful behaviour, whether physical or psychological, repeated over a period of time where it is difficult for those being bullied to defend themselves.

It involves aggression (deliberate) or an unequal power relationship; and
It results in pain or distress and is persistent.

Homophobia and other LGBT (Lesbian, Gay, Bisexual and Transgender) abuse are other forms of bullying, for example in the use of terms such as 'gay' toward other students, and is dealt with in the same way as any other form of bullying. The school also aims to promote positive role models, through assemblies and the PSHCE programme and the use of Stonewall guidance. (www.stonewall.org.uk)

Racism and **Religious Intolerance** are also forms of bullying. Positive role models are used in assemblies, PSHCE and other areas of the curriculum to ensure students are fully aware of the importance of developing tolerance and respect towards everyone in school, irrespective of ethnic or religious background.

RGS acknowledges the increasing potential for problems caused by the development of new technologies, more commonly known as **Cyberbullying** which is defined as "*the use of Information Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else.*" The school promotes the positive use of technology both within and beyond school. Students' awareness of appropriate behaviours is promoted through regular reviews of "Appropriate use of new technologies protocols" and all students receive additional advice through "Internet safety" lessons. Additional information can be found on the website "www.thinkuknow.com" which can be accessed from the school's website and there is a student guide on using the internet safely.

The school keeps a log of all bullying incidents and reports all and any incidents to the Governors' Pastoral Committee each term.

As a parent, what should I do if I think my child is being bullied?

- **Please** tells us by contacting your son/daughter's form tutor immediately, explaining exactly what has happened;
- **Please** work with the school, and teachers to help them to resolve the situation as quickly as possible;
- If the problem persists, or if you are unhappy with the way the situation is being handled, **please** ask to talk to the relevant Head of School, or the Pastoral Deputy Head, Miss Murray, or the Headmaster.
- Ultimately, if your concerns are still not resolved, **please** ask to speak to one or more of the governors.
- Finally, and most importantly, **please** be assured that we shall always want to hear your concerns.

Responsibilities

The Governors

The Governors' Pastoral Committee is responsible for monitoring the implementation of this policy and the Chair of that Committee is the designated governor. All incidents of bullying must be reported to the Chair and he/she discusses all individual cases of bullying and anti-bullying strategies with the Headmaster, the Pastoral Deputy Head and the Heads of School.

The full governing body discusses, reviews and endorses agreed strategies on the initiative of the Chair of the Pastoral Committee, and in any case the Headmaster reports to the Governors' Pastoral Committee termly.

The Headmaster

The Headmaster has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils.

The Headmaster must:

- ensure that all staff have opportunity to discuss anti-bullying strategies and review them;
- determine the strategies and procedures;
- discuss development of the strategies with the Leadership Team;
- ensure appropriate training is available;
- ensure that the procedures are brought to the attention of all staff, parents and students;
- report termly to the full governing body through the Governors' Pastoral Committee.

The Pastoral Deputy Head:

- is responsible for the day-to-day implementation and management of the policy and systems;
- ensures that there are positive strategies and procedures in place to help both the bullied and those doing the bullying;
- keeps the Headmaster and the designated governor informed of any incidents;
- arranges relevant staff training;
- closely involves parents in the solution of individual problems.

Heads of School/Heads of House (Senior Houseparents):

- are responsible for ensuring that the school's positive strategies are put into practice;
- know the school's procedures and deal with any incidents that are reported;
- keep appropriate records of all incidents of bullying;
- fully investigate any allegation by taking statements from students involved; and
- make a report to the Deputy Head and Headmaster as necessary.

Form Tutors/Houseparents:

- are responsible for liaising with the Head of School/Head of House over all incidents involving students in their form/boarding tutorial group;
- are involved in any agreed strategy to achieve a solution;
- take part in the anti-bullying programme in the PSHCE course as appropriate;
- fully investigate any allegations by taking statements from students involved.

All Staff must:

- know the policy and follow its procedures in all instances of suspected bullying;
- be observant and, where concerns arise, ask pupils what is happening to them;
- never let any instances of bullying pass by unreported, whether on-site or during an off-site activity.

All students should:

- be aware of the school's position and definition of bullying;
- be observant and report any incidents or suspicions of bullying to a member of staff;
- treat all members of staff and other students with respect; and
- provide support to other students, where appropriate.

All parents should

- feel confident that any suspicions or concerns they raise with the school about bullying will be treated seriously and acted on promptly.

Policy Monitoring and Review

This policy is monitored by the Governors' Pastoral Committee and reviewed by that Committee at least every three years.

Senior member of staff responsible: Pastoral Deputy Head, Miss M J Murray

Date of Policy approval: June 2015

To be reviewed on or before June 2018

TERMS OF REFERENCE FOR THE GOVERNORS' PASTORAL COMMITTEE

1. To liaise with the Headmaster and the Senior Leadership Team to discuss pastoral issues pertaining to the students, and to raise these issues with the Governing Board.
2. To liaise with the Headmaster to ensure that the relevant Child Protection policies are in place, and to ensure that the highest standards of practice are implemented. To this end the Committee appoints a Governor with special responsibility for child protection who is appropriately trained and who, with the Headmaster and senior pastoral staff, monitors child protection procedures, undertakes an annual audit and reports regularly to the Committee. The Committee in turn reports to all Governors annually on the implementation and effectiveness of the School's child protection procedures and advises on and initiates Governor training.
3. To discharge the functions of the Governing Body in relation to the exclusions of pupils, in line with the legislation and DFE and LA guidance and to review the school's discipline policy periodically as determined by the Governing Body and, when doing so, consult the Head Teacher and the parents, take account of their observations and make recommendations to the Governing Body.

The Committee will meet at least once each academic term.