



# 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.

The governing body values the good relationships fostered by the school, and expects that every allegation of bullying will be taken seriously. Some experts say that a child should be treated as being bullied simply because he/she says that they are. The governors consider that this is the attitude that this school should adopt. It is better this way round than to tell pupils 'not to be so sensitive'.

All staff, pupils and parents should be aware of the negative effects that bullying can have on individuals and the school in general, and should work towards ensuring that pupils can work in an environment without fear.

Bullying is unacceptable in this school and will not be tolerated. The school also recognises that because of the verdicts in bullying cases it must take note of bullying perpetrated outside school which spills over into the school. The school will do what is reasonably practicable to eliminate any such bullying.

### **AIMS**

- to demonstrate that the school takes bullying seriously and that it will not be tolerated;
- to take measures to prevent all forms of bullying in the school and on 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 pupils is enhanced by dealing positively with bullying;
- to promote an environment where it is not an offence to tell someone about bullying; or
- to promote positive attitudes in pupils.

### **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.

According to 'Kidscape':

- it involves aggression (deliberate) and unequal power relationship; and
- it results in pain and distress and is persistent.

## **Responsibilities**

### **Governing Body**

The 'nominated governor' who is Mr. John Warren (Chairman of the Pastoral and Discipline Committee), will liaise with Mr. R. Marsden (Chair of Governors), Mr. M. Pearman (Headmaster), and Heads of School over all anti-bullying strategies, and individual cases where appropriate.

The governing body will discuss, review and endorse agreed strategies on the initiative of the Mr. John Warren, and in any case the Head will report through the governors' pupil, pastoral and discipline committee.

### **The Head**

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

The Head will:

- ensure that all staff have an opportunity of discussing strategies and reviewing them;
- determine the strategies and procedures;
- discuss development of the strategies with the Leadership Group
- ensure appropriate training is available;
- ensure that the procedures are brought to the attention of all staff, parents and pupils; and
- report annually to the governing body through the pupil, pastoral and discipline committee.

### **Deputy Heads will:**

- be responsible for the day-to-day management of the policy and systems;
- ensure that there are positive strategies and procedures in place to help both the bullied and bullies;
- keep the Head and designated teacher informed of incidents
- arrange relevant staff training;
- determine how best to involve parents in the solution of individual problems; and

### **Heads of School will:**

- be responsible for ensuring that the school's positive strategies are put into practice; and
- know the school's procedure and deal with any incidents that are reported.
- make a report to the Deputy Head and Head as necessary.

### **Form Tutors will:**

- be responsible for liaising with the Head of School over all incidents involving pupils in their form;
- be involved in any agreed strategy to achieve a solution; and
- take part in the anti-bullying programme in the PSCHE course as appropriate.

### **All Staff will:**

- know the policy and procedures;
- be observant and to ask pupils what is happening to them;
- deal with incidents according to the policy;
- never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity.

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