



Ravenswood School's Definition of 'Bullying'

Bullying is the persistent wilful, conscious desire to hurt, threaten or frighten someone. Bullies are people who deliberately use hurtful behaviour towards others.

Bullying can take many forms, including:

Physical	Hitting, kicking, taking belongings
Verbal	Name calling, insulting, using racist remarks
Indirect	Spreading nasty stories about someone (including sending unkind letters), excluding someone from social groups or discrimination through gestures
Cyber	Using the internet and related technologies to: Make unkind phone calls, send nasty text or picture messages, send nasty e-mails, upload negative comments or pictures to chat rooms, social networking sites or instant messaging programs, hack into computer accounts, impersonate someone (refer to the Ravenswood E-Safety Policies which includes the ICT Acceptable Usage Agreements)

Aims of Anti-Bullying Policy

- To prevent bullying
- To deal with bullying, if it occurs, according to the guidelines below.
- To combat bullying through preventative curriculum programmes incorporated in PSHCE
- To provide group or individual counselling for bullies and/or victims.
- To promote a culture of pupils helping each other

School Policy and Guidelines

- Pupils and students are given opportunities to talk about bullying in general in PSHCE lessons, time to talk, and assembly times. These discussions are given sensitivity. Pupils also take part in Anti Bullying Week each year to develop their understanding. Feedback is taken from each class after the work is complete.
- Pupils and families are reminded not to pass on e-mail addresses, telephone numbers and other personal information to people other than close friends.
- Senior management and staff work to ensure all pupils, parents/carers and adults in the school know that bullying is completely unacceptable
- Staff are encouraged to listen to pupils' concerns about any specific incidents of bullying and are to be watchful for signs of bullying
- Any incidents reported by pupils are reported to senior staff and investigated.
- Any incidents of adults reporting being the victim of bullying will be investigated by the Headteacher
- Victims, bullies and witnesses are all to be listened-to and the action to be taken explained to them.
- A written record of the victim's version, bully's version and discussions with both parties will convey how seriously the school regards bullying behaviour. A system of restorative justice is always worked towards.
- Any HATE incidents are reported to the Family Support Advisor and investigated following North Somerset guidance.
- Individuals who persistently bully will be referred for support and parents/carers will be informed. Where groups of pupils bully then appropriate group work will be undertaken.

- Any sanctions implemented must be in accordance with the school Behaviour Management Policy (restorative justice is always the preferred option).
- If cyber bullying has taken place sanctions must also be in accordance with the E-Safety Policies.
- Effective listening support will be offered to pupils who have suffered persistent bullying, including cyber bullying.
- The unacceptable nature of the bullying behaviour and the consequences of any repetition should be made clear to the bully and his/her parents.
- In the case of a pupil(s) or student(s) who continues to bully on a frequent basis the school will seek advice and support from a range of other statutory or voluntary agencies, eg Social Care or Police.

Bullying Log

All incidents of alleged bullying are recorded on the school Bullying Log, which is analysed termly. Incidents which are related to discrimination of any kind are reported to NSC. The school's anti-bullying work is reported regularly to Governors.

History of Document

Previous versions now deleted from system. New issue:

New Issue No.	Author/Owner	Date Reviewed	Approved by Governors on	Comments
3.	School	November 2014	04/12/14	No changes made to Policy
4.	School	December 2015	02/12/15	No changes made to Policy
5.	School	November 2016	30/11/16	No changes made to Policy
6.	School	November 2017	29/11/17	
7.	School	December 2018	5/12/18	
8.	School	December 2019	4/12/2019	Minor changes to wording
9.	School	December 2020	02/12/2020	No changes made to document
10.	School	November 2022	30/11/22	

Reference

Behaviour Management Policy

'What to do if you feel bullied?' leaflet for pupils.
E safety policy