



**ANTI BULLYING POLICY**  
**(To be read in conjunction with the Child Protection Policy,  
Behaviour Policy & Internet Policy)**

The Robert Napier School defines bullying as the behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Most forms of bullying have three things in common:

- It is deliberately hurtful behaviour
- It is repeated often over a period of time
- It is difficult for victims to defend themselves

Bullying can take many forms but the four main types are:

- Physical bullying - hitting, punching, kicking, breaking/taking belongings
- Verbal bullying - name calling, insulting, racist, homophobic and sexist remarks
- Cyber bullying – phone calls, text messages or e-mails/chat rooms
- Indirect bullying - spreading rumours, excluding from social group

The school will not tolerate bullying behaviour and it is policy that every complaint about bullying will be investigated fully. The school seeks to educate all members of the school community in the consequences of bullying for both the bully and the victim. The pastoral system in the school will provide effective and sensitive support for the identified victims of bullying. The school will also apply appropriate sanctions, in line with the school discipline policy statement, to those who are considered to be involved in bullying behaviour. We are aware that the application of sanctions is not the only way of eliminating bullying. The school understands that the bully also needs support to control their behaviour and the school is committed to providing such support through Student Services.

Necessary measures will also be taken on bullying incidents that happen outside school. In these cases the issues will be fully investigated and the appropriate action taken. With the increased number of incidents involving Cyber bullying, which happen mainly off the school site, the appropriate action will be taken within school and parent(s)/carer(s) will be informed as the need increases for greater parental responsibility.

It is the policy of the school that all staff will respond to issues of bullying (in line with the Equality Act 2010) and be made aware of the results of bullying. We know that bullying by and of students can be related to identity-based characteristics. This can be due to a student's race or ethnicity; a disability or special educational need; sexual orientation whether actual or perceived; religious belief; gender; or gender identity. Acts of homophobia and racism are illegal, and so the school refers any incident of this nature to the PCSO, who will then work with the student and their parent(s)/carer(s)

We acknowledge that both falling out with friends and bullying can be equally upsetting and unpleasant but it is important to distinguish between the two. Friendship problems may be an occasional incident where both students disagree and find it difficult to resolve the disagreement without adult help. It is unlikely to be repeated behaviour and may even be accidental. However, we also recognise that repeated conflict can sometimes lead to bullying.

Under the Children Act 1989 if a bullying incident is deemed a child protection concern as there is '*reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm*' appropriate action will be taken by the school's child protection team to alert the local authority and/or any other external services to help support the child. Bullying will be discussed and students made aware of how and where to seek help, through form time, assembly, PSHEE and Citizenship. Students will also be encouraged to report any cases of bullying that they may be aware of to any member of staff, who will then direct them to the appropriate member of staff to deal with it. Parent(s)/carer(s) are encouraged, where possible, to recognise the signs of bullying and report this to the school. Parent(s)/carer(s) are also seen as having a very important part to play in supporting the bully and changing his/her behaviour, therefore all cases of bullying behaviour will be reported to parent(s)/carer(s).

**Policy Review**

This policy will be reviewed annually by the senior leadership team in conjunction with the PSHEE/ Citizenship co-ordinator. This review will also involve staff, parent(s)/carer(s), governors and students (particularly the Student Voice). This review will take the form of questionnaires and consultation/ focus group meetings.

Signed .....(Chair of Governors)  
Signed .....(Headteacher)  
(Adopted at the Governors' Meeting held on 6 July 2011)

Date .....  
Date .....