

Bullying Behaviour is "**Repeated, negative** behaviour that is **intended** to make others feel **upset, uncomfortable or unsafe.**"



RWBA Student-Friendly Anti-Bullying Policy

(STOP BULLYING BEHAVIOUR!)



SPOT THE SIGNS! (These are some of the signs)

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- **Physical:** Bruises/ Cuts that are unexplained.
- Damage to property/ belongings. Stolen Belongings.
- **Emotional/Mental:**
- Avoiding social situations and isolating themselves.
- Not coming into school and signs of anxiety.
- Change of sleeping and eating habits.
- Change of behaviour: irritable, upset, withdrawn, angry.
- Decline in engaging in class and during social time.



TYPES OF BULLYING BEHAVIOUR:

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- **Verbal bullying** is the repeated, negative use of speech, sign language, or verbal gestures to intentionally hurt others, e.g., using hurtful words, discriminatory or offensive language, or swear words.
- **Indirect bullying** is the repeated, negative use of actions, which are neither physical nor verbal, to intentionally hurt others e.g., spreading rumours, purposefully excluding another person, damaging or stealing someone's property, or cyberbullying.
- **Physical bullying** is the repeated, negative use of body contact to intentionally hurt others, e.g., kicking, punching, slapping, inappropriate touching, or spitting.
- **Cyberbullying** is the repeated, negative use of technology to intentionally hurt others e.g., posting unwanted pictures or messages, accessing another person's account without permission, creating fake accounts to impersonate or harass someone, and sharing other people's private information online.

OPEN DOOR POLICY:

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- At RWBA we have a **supportive network of teachers and support staff we can speak to.**
- The school's ethos encourages us to raise concerns with staff, knowing that we will be **listened to, believed and valued.** There is an anonymous box outside Mrs Roberts office in the main street upstairs.
- Our school policy makes it clear that **child on child abuse is not acceptable**, will never be tolerated and is not an inevitable part of growing up. **Incidents of bullying are recorded** on the school safeguarding system CPOMS and will be investigated and dealt with appropriately.
- **Our school is inclusive**, and has a strong focus on **student voice.** We have two cabinets that focus solely on student's pastoral experience at RWBA: **'Wellbeing and identity'** and **'Anti-bullying ambassadors'**. Both meet every week.



PREVENTION:

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- We understand the **definition of bullying**, and **how to be an upstander, not a bystander.**
- We will continue to embed a **culture of kindness** through being educated on inclusion, tolerance, appreciation and celebration of all students at RWBA.
- Our skills for life days, iLearn programme and awareness days/weeks will continue to educate us.
- We have an **anti-bullying ambassador programme** in school to continually reflect on the way bullying behaviour is dealt with and looked at in school, and work with the staff leadership team on areas of improvement.

