



Rome International School

## ANTI-BULLYING POLICY

Rome International School regards actions of bullying as being contrary to the school's mission and philosophy. In the case of unmistakable acts of bullying, RIS will adopt a policy of no tolerance. Management, teaching and non-teaching staff, parents and students should know what the school policy is on bullying, and follow it when bullying is reported.

### **Mission**

All our students have the right to come to school feeling safe, happy and protected in their environment. Where this is not happening the school has the right to investigate and to act to ensure them of its complete support and active intervention.

### **Prevention.**

The goal of prevention is to raise student awareness about what bullying is in all its forms and how it can cause serious damage. The school will do this through a rich programme in PSHE, themed workshops, assemblies, drama lessons, intervention from school counsellors and trained psychotherapists. The form teacher will take an important role in this part of our students' education and programmes will be carefully coordinated.

Anti-bullying campaigns will become part of the 'Diversity awareness' year planned for 2010/2011. A committee has been set up to organise this initiative.

Who else is involved?

- It is our belief that home and school must work together to fight against bullying. For this reason parents will be invited to participate in many of the initiatives set up by the school.
- All staff of the school, whatever their role, will also receive instruction about how to recognise bullying and what to do about it.
- Management, teaching and non-teaching staff, students and parents should have an understanding of what bullying is, and the effect it can have on our young people.
- All students, teachers and parents will receive a copy of the anti-bullying policy when entering the school.

### **Definition of bullying**

Bullying is any behaviour which hurts, threatens, intimidates or frightens another person or group of people. In some cases this manifests itself as unpleasant, impolite or disrespectful behaviour towards others, which naturally needs investigation in order to correct such patterns of behaviour, with action taken to make sure they are not repeated. More serious cases would be defined as crimes and potentially punishable by law.

Bullying can be:

- Emotional being unfriendly, deliberately excluding, tormenting eg hiding/taking personal belongings, threatening gestures, intimidating glances, forcing someone to do something against their will.
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing, criticising, whispering in groups.
- Cyber all areas of the internet – email, misuse of chat rooms; facebook, threats by text messaging and telephone calls; misuse of technology, i.e. camera and video facilities

### **Signs and symptoms of bullying**

A student may indicate by signs or behaviour that he is being bullied. Adults should be aware of these possible signs and symptoms and they should investigate if a young person shows signs of unexplained stress or if changes in normal behaviour and routine become evident.

### **Procedures**

1. All bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
  - If a student is being bullied or knows of someone else who is being bullied, they **MUST TELL SOMEONE**. They can approach any of the teaching staff they feel most comfortable with either by speaking or writing a short note. Students who are bullied should not blame themselves.
  - If a parent finds out that their child is being bullied, the school should be informed immediately. This can be via the Principal, Vice Principal or Form Tutor.
  - The school can begin to act if we know there is a problem and if in our judgement there is sufficient reason to confront the person or people accused of bullying.
2. Students who have been bullied will be helped by:
  - Being given an immediate opportunity to discuss the experience with a trusted member of staff.
  - The bullied student will be offered reassurance and support as the School begins an investigation.
  - The bullied student will be asked to provide a written statement which identifies the bully/bullies and nature of the bullying.
  - Witnesses to bullying will also be asked to produce a written statement.
  - Parents will be informed by the School as to what is being done.
3. Students who have bullied will be helped by:
  - Discussing what happened and why they became involved in bullying.
  - Establishing the wrong doing and the need to change.

- The bully/bullies will be asked to provide a written statement of the bullying incident(s).
  - Witnesses to bullying will also be asked to provide a written statement.
  - Parents will be informed by the School and if necessary called in to speak to the Principal.
4. The School will make a judgement, depending on the circumstances, to take any one or more of the following courses of action:
    - Calling in parents of the bullied and bully.
    - Mediation between the bullied and bully. If possible, the students will be reconciled.
    - Disciplinary action against the bully. In extreme cases the Principal will take the decision to exclude a student for a fixed term or, in extreme cases, recommend permanent exclusion. (Any eventual decisions of expulsion will always be made by the disciplinary board.)
    - Recommendation of counselling for the bullied and the bully.
  5. If necessary, the police will be consulted.
  6. The Form Tutor will make a record of the bullying incident which identifies the students involved and the nature of the bullying. This record will be used annually to make amendments to the PSHE/citizenship programme to prevent further bullying incidents.
  7. Parents of the bullied child will be informed by the Principal of the outcome of the investigation.
  8. After the incident has been investigated, it is the responsibility of the form tutor, parents and student to monitor the situation to try to prevent any further bullying from taking place.

Rome May 24<sup>th</sup> 2010

#### APPENDIX: USEFUL WEBSITES

[www.teachers.tv/bullying](http://www.teachers.tv/bullying)

[www.anti-bullyingalliance.org.uk/Page.asp?originx\\_1996pg\\_3924897201005n92y\\_2006831936k](http://www.anti-bullyingalliance.org.uk/Page.asp?originx_1996pg_3924897201005n92y_2006831936k)

[www.anti-bullyingalliance.org.uk/Page.asp?originx\\_8938ve\\_2842467899044b85j\\_2006831957r](http://www.anti-bullyingalliance.org.uk/Page.asp?originx_8938ve_2842467899044b85j_2006831957r)

[www.kidscape.org.uk](http://www.kidscape.org.uk)

Provides useful information for teachers, parents of a bullied child, parents of a child who is bullying other students.

[www.direct.gov.uk/en/Parents/WorriedAbout/DG\\_10015758](http://www.direct.gov.uk/en/Parents/WorriedAbout/DG_10015758)