



THE ROYAL BALLET SCHOOL

Anti-Bullying Policy

Aims :

- We wish to make it clear to all pupils and staff that bullying is always unacceptable.
- We are trying to establish an environment free from threats of any kind and from any source
- We want to allow all members of our community the opportunity to develop their skills and abilities, to be happy and to feel secure.
- We want all members of our community to have confidence that, if they are bullied, their complaints will be received sympathetically, investigated promptly, and treated in a sensitive manner which respects confidentiality.

Definition:

Bullying involves a deliberate and hurtful act of intimidation, humiliation or malice carried out by a person or group in a strong position against a person or group in a weaker position. It usually, but not always, involves repetition rather than a single isolated incident. It can be overt (e.g. name calling) or covert (e.g. ignoring somebody).

The three main types of bullying are :-

Physical - hitting, kicking, biting, pinching, taking or hiding property

Verbal – name calling, teasing, insulting, writing nasty notes or emails

Emotional – excluding, isolating, tormenting, spreading rumors

Explanation:

Any behaviour which makes you feel insulted, intimidated or hurt or which is intended to do these things, is bullying. It can include the following :-

The abuse of power by those in authority

“Sending somebody to Coventry” i.e. deliberately ignoring somebody and encouraging others to do the same

Any form of violence e.g. hitting, kicking, pushing, spitting, pinching etc.

Sending nasty messages in order to upset somebody e.g. by phone, note or e-mail

Saying nasty things which are to do with race, colour, religion, appearance or sexual preference

Threatening violence or unkindness to somebody

Spreading nasty rumors or circulating sensitive information.

Damaging somebody's property

Taking or 'borrowing' somebody's property or food by extortion or otherwise.

Deliberately contravening the School's ICT Acceptable Use Policy in order to intimidate, or show unkindness to, another student.

For further help for Lower School students in dealing with bullying see the handout leaflet “Beating the Bullies” – available from the School Secretary or from the Tutor.



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Procedures:

1. When an allegation of bullying reaches a member of staff they will record it in writing, as soon as possible and certainly on the same day, and bring this report to the Academic and Pastoral Principal or Deputy Head of Lower School.
2. The Academic and Pastoral Principal or Deputy Head of Lower School will co-ordinate an immediate investigation into the circumstances of the complaint.
3. If the complaint regards a group, every effort will be made to prevent collusion during the investigation.
4. The tutors of any pupils concerned will be informed and asked to accompany their tutees, whilst they are questioned. Where this is not possible, another member of staff, acceptable to the pupil, will be asked to stand in for the tutor.
5. The results of the initial investigation will be communicated to the Head of Lower School or the Academic and Pastoral Principal and, at this stage it will be decided whether to involve parents in the next stages.
6. It is our intention to try, in the first case, to resolve such issues by getting all the parties together, to discuss the events and their causes and to seek reconciliation.
7. If the events are such that this is not considered appropriate or where aggravation has been repeated, after previous attempts at reconciliation, sanctions may be considered appropriate.
8. Details of any sanctions applied will be sent to parents in a letter informing them of the circumstances of the bullying incident and warning them of the consequences which might follow any further similar incidents.
9. Should the sanctions involve suspension or exclusion they will be dealt with in accordance with the schools published 'Policy on rewards, sanctions and exclusion'
10. The Chairman of the 'Academic and Pastoral Sub-Committee' of the Governors will also be informed of any major bullying issues.

Signs & Symptoms of Bullying

Be aware of any changes in the general demeanor of people for whom you are responsible, changes which may suggest they are being bullied include:-

- Changes in behaviour patterns
- They become withdrawn
- They are easily upset
- Their academic performance suffers
- They cry easily; particularly at night
- They say, regularly, that they have lost books or clothes
- They start bullying other children

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MF/PH-A/SB

This document will be revised in line with changes in best practice and legislation. These changes will be notified to all concerned. Questions or comments should be directed to the appropriate member of the Senior Management Team.