



RTA Kids

Anti-Bullying Policy

1. Statement of Intent

RTA Kids is committed to providing a safe, inclusive, and supportive environment where all children can learn, grow, and express themselves free from bullying, harassment, or intimidation. Bullying in any form—physical, emotional, verbal, online (cyberbullying), or exclusionary—will not be tolerated.

This policy aligns with RTA Kids' Child Protection & Safeguarding Policy and the Code of Conduct for Staff & Volunteers, ensuring that bullying prevention and response procedures prioritise student safety and well-being.

2. Aims of this Policy

RTA Kids aims to:


- ✓ Prevent bullying through education, awareness, and clear behaviour expectations.
- ✓ Create a culture where children feel safe, valued, and respected.
- ✓ Encourage open communication, ensuring students feel confident to report bullying.
- ✓ Provide clear reporting procedures for students, parents, and staff.
- ✓ Take swift and effective action against bullying incidents.
- ✓ Support both the victim and the perpetrator with appropriate interventions.

3. Definition of Bullying

Bullying is defined as repeated, intentional behaviour that causes harm to another individual or group. It can take many forms, including:

3.1 Types of Bullying

Type	Description
Physical	Hitting, kicking, pushing, or any unwanted physical contact.
Verbal	Name-calling, insults, threats, or offensive jokes.
Emotional	Exclusion, humiliation, or spreading rumours.
Cyberbullying	Harassment via social media, texts, emails, or gaming platforms.
Discriminatory	Bullying based on race, gender, disability, religion, or identity.
Sexual	Unwanted touching, inappropriate comments, or sexual harassment.

 Bullying is never acceptable and will be addressed with urgency and seriousness.

4. Responsibilities of Staff, Volunteers, Students & Parents

4.1 Staff & Volunteers Must:

- ✓ Be vigilant and intervene immediately if they suspect or witness bullying.
- ✓ Listen to and support children who report bullying.
- ✓ Follow the reporting procedures outlined in this policy.
- ✓ Educate students on kindness, respect, and inclusion.
- ✓ Encourage open discussions about bullying and how to prevent it.
- ✓ Model respectful behaviour at all times.

 Failure to act on bullying concerns may result in disciplinary action.

4.2 Students Must:

- ✓ Treat everyone with kindness and respect.
- ✓ Report bullying if they see or experience it.
- ✓ Support peers who are being bullied.
- ✓ Take responsibility for their actions and understand the impact of their behaviour.

4.3 Parents & Guardians Must:

- ✓ Encourage their child to speak up if they are experiencing or witnessing bullying.
- ✓ Report concerns to staff as soon as possible.
- ✓ Work with RTA Kids staff to resolve issues constructively.
- ✓ Support the school's anti-bullying ethos at home.

5. Prevention Strategies

To prevent bullying, RTA Kids will:


- ✓ Educate students about respect, inclusion, and the effects of bullying.
- ✓ Encourage peer support and friendship-building activities.
- ✓ Supervise students effectively during classes and events.
- ✓ Implement clear behaviour expectations (reinforced regularly).
- ✓ Provide a safe and confidential way for students to report concerns.
- ✓ Conduct regular staff training on identifying and handling bullying.

6. Reporting Bullying

6.1 How to Report Bullying

Any student, parent, or staff member can report bullying in the following ways:

- ✓ Directly to a teacher or staff member.
- ✓ Confidentially to the Designated Safeguarding Lead (DSL).
- ✓ Via email or written report to the school office.

 All bullying reports will be taken seriously and acted upon promptly.

6.2 Staff Responsibilities Upon Receiving a Report

- ✓ Listen carefully and take the report seriously.
- ✓ Reassure the child that action will be taken.
- ✓ Record all details (including dates, people involved, and descriptions).
- ✓ Report the incident to the DSL.
- ✓ Follow up to ensure bullying does not continue.

7. Responding to Bullying

7.1 Investigation Process

RTA Kids will take the following steps when bullying is reported:

- 1 Gather evidence – Speak to the victim, alleged perpetrator, and witnesses.
- 2 Assess the situation – Determine the nature and severity of the bullying.


- 3 Take action – Implement appropriate disciplinary and support measures.
- 4 Monitor – Ensure bullying does not continue and provide follow-up support.

8. Consequences & Support for Bullying Incidents

8.1 Consequences for the Perpetrator

Depending on the severity of the incident, the following actions may be taken:

- ✓ Verbal warning and reflection session.
- ✓ Official written warning sent to parents/guardians.
- ✓ Temporary suspension from classes or activities.
- ✓ Permanent exclusion from RTA Kids (for severe cases).

 Any form of physical violence, sexual harassment, or severe emotional harm may result in immediate removal from RTA Kids and referral to safeguarding authorities.

8.2 Support for the Victim

- ✓ Reassurance and emotional support from staff.
- ✓ Opportunities to express feelings and discuss solutions.
- ✓ Safe space arrangements if needed.
- ✓ Parental involvement to ensure support at home.

8.3 Support for the Bully

- ✓ Reflection sessions to understand the impact of their actions.
- ✓ Behaviour management strategies to encourage positive interactions.
- ✓ Parental involvement to reinforce positive behaviour at home.
- ✓ Referral to counselling or mentoring if required.

9. Cyberbullying Policy

Cyberbullying (bullying via social media, text, or online platforms) is taken as seriously as in-person bullying.

 Students must NOT:

- ✗ Send or share hurtful, offensive, or threatening messages.
- ✗ Post inappropriate or defamatory content about others.
- ✗ Exclude, block, or intimidate others online.
- ✗ Misuse social media, gaming platforms, or digital communication.

✓ All cyberbullying incidents will be investigated and may result in serious disciplinary action.

✓ Screenshots and online evidence will be gathered where applicable.

✓ Serious cases may be reported to police or social services.

10. Monitoring & Review

✓ The DSL and senior staff will review all bullying reports to identify patterns and risks.

✓ This policy will be reviewed annually to ensure effectiveness.

✓ Feedback from students, parents, and staff will be used to improve anti-bullying measures.

 Last Reviewed: 10th April 2025

 Next Review Due: 11th April 2025

For bullying concerns, contact:


 Mikki Rom – Designated Safeguarding Lead (DSL)

 hello@rtakids.co.uk

11. Commitment to a Safe & Respectful Environment

By following this policy, RTA Kids ensures that:

- ✓ Every child feels safe, included, and respected.
- ✓ Bullying is recognised, reported, and addressed promptly.
- ✓ A culture of kindness, respect, and positive behaviour is maintained.

 Bullying is NEVER acceptable. Every child deserves to feel safe and valued at RTA Kids.