



Redby Academy Anti-Bullying Policy



Introduction

The Academy promotes a culture where all adults and children are valued and treated with respect. We are committed to providing a caring, friendly and safe environment for all pupils, allowing them to learn and thrive in a secure setting. The academy does not condone any form of bullying and any incidents of bullying that do occur, are taken very seriously and dealt with promptly, effectively and sensitively. We encourage pupils to talk to staff regarding any issue or incident.

The Academy has a clear behaviour and discipline policy, which helps to both reduce incidents of bullying and also identifies clear strategies for disciplining children who are responsible for bullying. The Behaviour Management Policy should therefore be used in conjunction with this policy when addressing any issue relating to bullying.

Definition

A definition of bullying is, 'persistent and often premeditated action taken by one or more children, with the deliberate intention of either physically or emotionally hurting another child.'

Bullying can be:

- **Emotional / Psychological** including: being unfriendly, excluding, humiliating, and tormenting (e.g. hiding books, threatening gestures).
- **Physical:** including: spitting, pushing, kicking, hitting, punching or any use of violence, stealing/damaging someone's belongings,
- **Racial, Religious and Cultural** including: insulting language, gestures based on a person's actual or perceived ethnic origin, race, culture or faith. Name calling, racial taunts, graffiti, racially motivated violence; any language or action designed to generate or ferment racial or religious hatred or that is condemnatory of a specific culture or lifestyle.
- **Sexual:** unwanted physical contact or sexually abusive language or gestures.
- **Homophobic:** because of, or focusing on, the issue of a person's actual or perceived sexuality.
- **Verbal including:** name-calling, sarcasm, spreading rumours, poison pen notes, teasing.
- **Electronic including:** cyber bullying through areas of the Internet, such as email, social networking sites (e.g. Facebook, MySpace and Twitter) and Internet chat room misuse (MSN Messenger). Mobile threats by text messaging and calls and misuse of associated technology i.e. camera and video facilities.

It is also recognised that bullying can be a serious of minor incidents, that if tackled immediately and carefully should reduce the more serious incidents of bullying.

Minor incidents could include:

- Name calling
- Pushing in queues
- Not allowing peers to join in games

The academy recognise some pupils may be more vulnerable to bullying due to:

- learning difficulties
- gender/sexuality
- physical appearance
- social circumstances
- race/religion/culture

These pupils are monitored and are, along with all other pupils, encouraged to talk and report incidents that make them feel uncomfortable, de-valued or unsafe. It is recognised that there are some areas where bullying maybe more likely to occur, eg: playground during break. Such areas are appropriately supervised and monitored carefully, with a high ratio of staff to pupils.

Aims

This policy aims to produce a consistent attitude and response towards bullying. Staff act with extreme diligence, so as to prevent bullying and promote the development of a positive school ethos in which bullying is regarded as totally unacceptable.

We aim to:

- Prevent the occurrence of bullying
- Provide an environment and atmosphere which is safe, enjoyable and rewarding, where all members of the academy community feel valued.
- Develop a climate of trust and openness.
- Ensure that members of the academy recognise their responsibility and are accountable to prevent bullying.
- Create an environment in which all pupils recognise and understand that bullying is unacceptable and will not be tolerated.
- Create an environment in which all pupils can talk freely about issues connected with bullying.
- Give help and ongoing support to the target of bullying
- Give help and ongoing support to facilitate change in the behaviour of pupils who bully others.

In relation to **Working together to Safeguard Children (2018)** we aim to

- Protect children from maltreatment
- Enable all children to have the best outcomes
- Prevent impairment of children's health and development
- Ensure safe and effective provision is consistent

All pupils, parents, staff and governors should have an understanding of what bullying is, what to do if an incident occurs and how to report it following academy policy.

Governors

Governors liaise with the Headteacher and Designated Safeguarding lead over all anti bullying strategies and individual cases where appropriate. They will discuss, review and endorse agreed strategies on issues relating to bullying.

Governors require the Headteacher to keep accurate records of any incidents of bullying, including those that are racially or homophobically motivated, together with the action taken. This information is held centrally on CPOMS.

Headteacher

The Headteacher has specific responsibility for developing a school ethos of mutual support and praise, thus making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Headteacher implements the school anti-bullying strategy and ensures that all staff and pupils are aware of academy policy and have opportunities to discuss and review strategies. Academy procedures should be known to all members of the academy and any incidents of bullying are to be reported by the Headteacher to the Governing Body.

The Headteacher has the primary responsibility for ensuring that children know that bullying is not acceptable and that it will not be tolerated in school. This is undertaken in a variety of ways, including: through whole school assemblies, PSHE lessons and when dealing with specific incidents of inappropriate behaviour. The Headteacher uses CPOMS to monitor entries of bullying and to communicate with staff where appropriate.

Staff

A collective responsibility for discouraging and responding to any incidences of bullying occurs throughout the academy. Children are supported in their class to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, staff aim to prevent bullying from occurring.

All staff follow the agreed Behaviour Management policy when disciplining children for bullying. This includes making a written record of the circumstances associated with any incidence; recorded centrally on CPOMS. Any continued or subsequent issue of individual bullying by a child is dealt with in line with our Behaviour Management Policy.

Teachers involved in an act of bullying must support the children involved, following discipline and behaviour procedures and liaise with a senior member of staff to provide support or appropriate sanctions. This is mainly achieved through 1:1 counselling and may involve Nurture staff.

Parents

Parents have a responsibility to support the Academy's anti-bullying policy and actively encourage their child to be a positive member of the school community. Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately, who in turn will inform SLT.

Where a parent is unhappy with the action taken by the academy, in response to a bullying incident, they have the right to make a formal complaint to the governing body. The governing body should respond to any formal complaint within ten days and must notify the head teacher of the need to conduct an investigation into the case and to report back to a representative of the governing body.

Reporting Acts of Bullying

- Pupils should report any act of bullying to both parents and staff members with whom they feel comfortable.
- All incidents are to be fully investigated; with no judgement made at this stage.
- A detailed account is to be recorded in written form (CPOMS)
- Appropriate action will be taken following the investigation with suitable sanctions if necessary.
- All incidents are monitored and reviewed aiming to eradicate bullying acts.

Recording & Monitoring and Review:

All Bullying is reported to SLT to allow for monitoring and review of practice. The Academy records incidents of Bullying on CPOMS; SLT are able to monitor persistent names recorded.

The effectiveness of our anti-bullying strategies are monitored closely by the Headteacher and Deputy Headteacher, on an ongoing basis. If incidents were to be repeated or extreme incidents occurred, they would be reported to the governing body immediately.

Compliance with the Single Equality Legislation

We aim to;

- Promote equality of opportunity for all members of our school community regardless of gender, ethnicity and disability
- Ensure that all services and provision, teaching and learning experiences promote equality of opportunity between genders, ethnicity, disability and challenge stereotypes.

As an Academy we have prepared and published a Single Equality Scheme.

We will continue to;

- Gather and use information on how the academy's policies deliver equality across the school and address the outcomes identified within the Public Sector Equality Duty.
- Assess the impact of current practice to ensure that neither sex is disadvantaged by school action, any particular ethnicity or by disability.
- Implement the actions identified in the Single Equality Scheme within other strategic documents, such as School Development Plan and inclusion policies.
- Ensure that all teaching and learning experiences comply with the Equality Act 2010.

This policy has been written with consideration of current legislation and will be reviewed annually.

Linked Policies

E-safety – includes Cyber-bullying

Behaviour Management

Single Equality Scheme

Inclusion

Safeguarding Children and Young People

SEN

Attendance

Admissions

Policy for the Taking, Using and Storing of Images

Reviewed: May 2017

Reviewed : October 2019

The policy will be reviewed every two years or as necessary.

Headteacher: M.Wight

Vice Chair Governors: P.Curtis

