

ANTI-BULLYING POLICY

1. Statement of Intent

- i. Bullying of any kind is unacceptable. Bullying hurts, threatens and frightens. Everyone has the right to be treated with respect.
- ii. When bullying does occur, all students should be able to tell someone and know that incidents will be dealt with promptly and effectively.
- iii. Students who are bullying need to learn different ways of behaving.
- iv. The school is committed to providing a caring, friendly and safe environment so that all students can enjoy and achieve during their time here.

2. Definition of bullying

Bullying is any behaviour that hurts, threatens or frightens another person or group of people. It may include, physical attacks, swearing and insulting comments or deliberately leaving someone out of things.

Bullying can be:

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|------|------------|---|-----------------------|
| i. | Emotional | being unfriendly, excluding, tormenting (e.g. hiding books, | threatening gestures) |
| ii. | Physical | pushing, kicking, hitting, punching or any use of violence | |
| iii. | Racist | racial taunts, graffiti, gestures | |
| iv. | Sexual | unwanted physical contact or sexually abusive comments | |
| v. | Homophobic | because of, or focussing on the issue of sexuality | |
| vi. | Verbal | name-calling, sarcasm, spreading rumours, teasing | |
| vii. | Cyber | all areas of the internet – email, misuse of chat rooms; threats by text | messaging |
| | | and telephone calls; misuse of technology, i.e. camera and video facilities | |

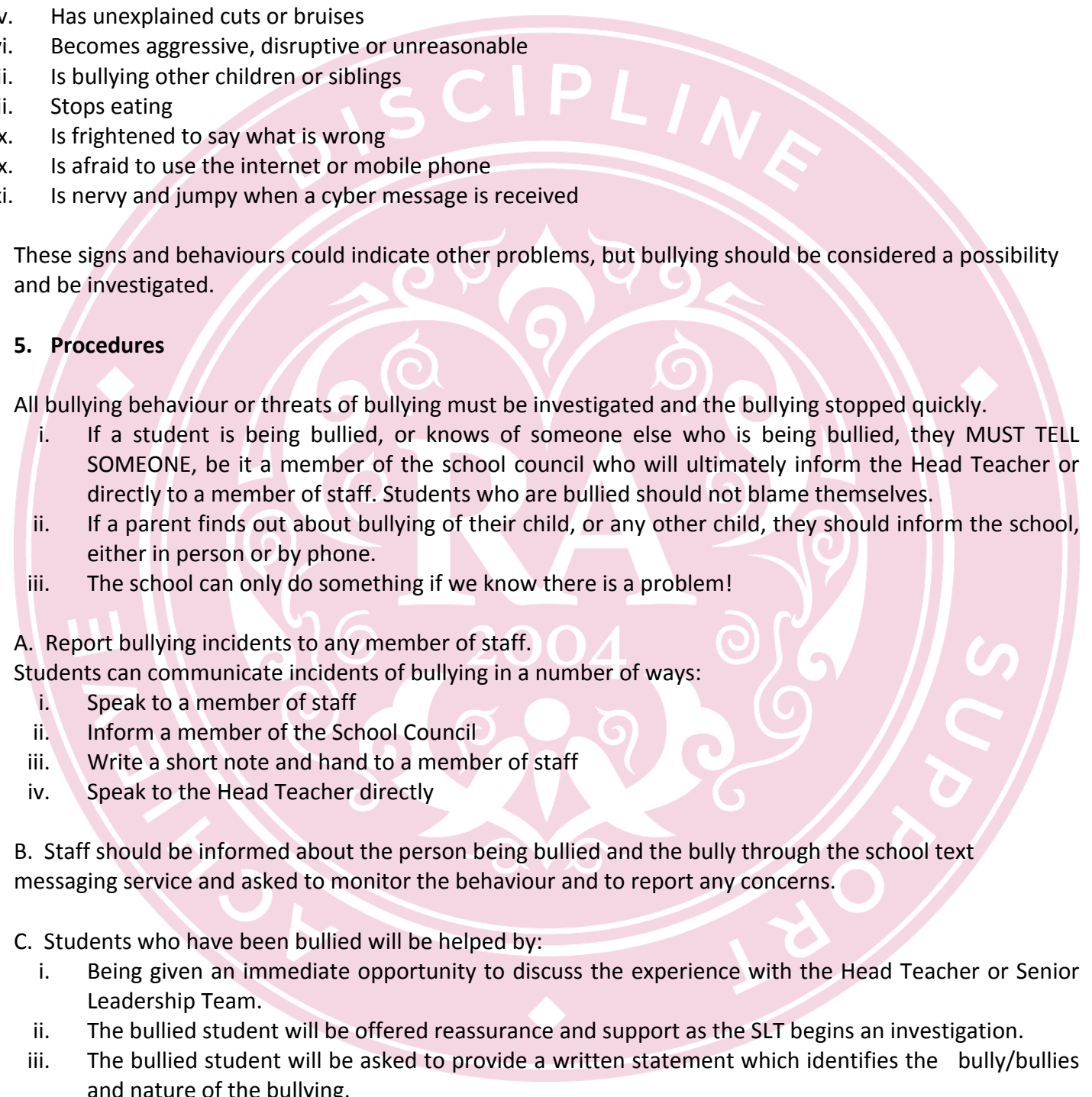
3. Objectives of this policy

- i. Bullying will not be tolerated. Students and parents should be assured that they will be supported when bullying is reported.
- ii. All governors, 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.
- iii. All governors, teaching and non-teaching staff, parents and students should know what the school policy is on bullying, and follow it when bullying is reported.

4. 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:

- i. Is unwilling to go to school
- ii. Is frightened of walking to or from school
- iii. Doesn't want to go on the school/public bus
- iv. Begs to be driven to school
- v. Changes their usual routine
- vi. Begins to truant
- vii. Becomes withdrawn anxious, or lacking in confidence

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- viii. Attempts or threatens suicide or runs away
 - ix. Cries themselves to sleep at night or has nightmares
 - x. Feels ill in the morning
 - xi. Begins to do poorly in school work
 - xii. Comes home with clothes torn
 - xiii. Has possessions which are damaged or 'go missing'
 - xiv. Asks for money or starts stealing money (to pay the bully)
 - xv. Has unexplained cuts or bruises
 - xvi. Becomes aggressive, disruptive or unreasonable
 - xvii. Is bullying other children or siblings
 - xviii. Stops eating
 - xix. Is frightened to say what is wrong
 - xx. Is afraid to use the internet or mobile phone
 - xxi. Is nervy and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and be investigated.

5. Procedures

All bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

- i. If a student is being bullied, or knows of someone else who is being bullied, they **MUST TELL SOMEONE**, be it a member of the school council who will ultimately inform the Head Teacher or directly to a member of staff. Students who are bullied should not blame themselves.
- ii. If a parent finds out about bullying of their child, or any other child, they should inform the school, either in person or by phone.
- iii. The school can only do something if we know there is a problem!

A. Report bullying incidents to any member of staff.

Students can communicate incidents of bullying in a number of ways:

- i. Speak to a member of staff
- ii. Inform a member of the School Council
- iii. Write a short note and hand to a member of staff
- iv. Speak to the Head Teacher directly

B. Staff should be informed about the person being bullied and the bully through the school text messaging service and asked to monitor the behaviour and to report any concerns.

C. Students who have been bullied will be helped by:

- i. Being given an immediate opportunity to discuss the experience with the Head Teacher or Senior Leadership Team.
- ii. The bullied student will be offered reassurance and support as the SLT begins an investigation.
- iii. The bullied student will be asked to provide a written statement which identifies the bully/bullies and nature of the bullying.
- iv. Witnesses to bullying will also be asked to produce a written statement.
- v. Parents will be informed by the Head Teacher.

D. Students who have bullied will be helped by:

- i. Discussing what happened and why they became involved in bullying.
- ii. Establishing the wrong doing and the need to change.

- iii. The bully / bullies will be asked to provide a written statement of the bullying incident(s).
- iv. Witnesses to bullying will also be asked to provide a written statement.
- v. Parents will be informed by the Head Teacher.

E. The Head Teacher will make a judgement, based on evidence, to take any one or more of the following courses of action:

- Mediation between the bullied and bully
- Disciplinary action against the bully using school behaviour policy and mediation with the bullied and bullying student(s). If possible, the students will be reconciled.
- In extreme cases the Head Teacher will take the decision to exclude a student for a fixed term or, in extreme cases, recommend permanent exclusion.

F. If necessary, the police will be consulted.

G. The Admin will:

- i. make a record of the bullying incident on Behaviour Record 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.
- ii. Formulate a brief action plan which describes what action is to be taken to end the bullying and identifies how it will be monitored.

H. The parents of the bullied student and of the student who has been bullying will be informed by the Year Leader of the outcome of the investigation and the action taken.

I. After the incident has been investigated, it is the responsibility of the Staff, parents and student to monitor the situation to try to prevent any further bullying from taking place.

6. Bullying outside the school's premises

No student should suffer in silence. Where a student or parent report bullying off the school premises, a range of steps will be taken:

- i. A discussion with the police about problems on local streets
- ii. A discussion with the transport company about bullying on buses and trains
- iii. A discussion with the pastoral leader / Headteacher of another school if their students are proven to be bullying Redstone Academy students
- iv. Remind students of the safe route to school
- v. Reporting the incident to the relevant website / company in light of cyber-bullying
- vi. The student will be given the opportunity to speak to the Head Teacher

7. Prevention of bullying

The school will promote and develop a culture of zero tolerance towards bullying. This will be achieved by:

- i. Reviewing the PSHE programme for each year group annually, and the programme amended to take account of incidents recorded in the bullying log for the previous academic year.
- ii. Continual promotion of the SHARP system to encourage all incidents to be reported not only by the student but also by their peers, parents or the wider community.

- iii. The Anti-bullying policy will be made available on the school website and new students and parents will be sign-posted and advised to read it as part of the induction programme.
- iv. Each year the school will participate in national anti-bullying week using assembly time and PSHE lessons to address the issue of bullying with the whole school.
- v. As part of their induction programme all new staff will be made aware of the anti-bullying policy, its procedures and their role in dealing with incidents of bullying.

Policy Updated: September 2016

Next review date: September 2017

8. RELATED POLICIES

School Behaviour Policy

Safeguarding Policy

E-Safety Policy

APPENDIX: USEFUL WEBSITES FOR STUDENTS, PARENTS AND TEACHERS:

www.bullying.co.uk

<https://www.gov.uk/bullying-at-school/reporting-bullying>

www.anti-bullyingalliance.org.uk/advice/parents-carers.aspx

www.beatbullying.org/dox/help/help-for-parents.html

www.bbc.co.uk/schools/parents/bullying

www.kidpower.org

www.direct.gov.uk/en/Parents/WorriedAbout/DG_10015758

