




ANTI-BULLYING POLICY

Date Approved by Governing Body:	October 2015
Signature of Chair of Governors:	
Next Review Date:	01 October 2016

ANTI-BULLYING POLICY

Introduction

In the Academy we want to create a caring and safe environment for all who learn and work here. The Governing Body values the good relationship fostered by the Academy and expect that every allegation of bullying will be taken seriously.

Policy Aims

To demonstrate that the Academy takes bullying seriously and that it will not be tolerated;
To take measures to prevent all forms of bullying in the Academy and on off-site activities;
To support everyone in the actions to identify and protect those who might be bullies;
To demonstrate to all that the safety and happiness of all students is enhanced by dealing positively with bullying;
To promote an environment where it is not an offence to tell someone about bullying;
To promote positive attitudes in students in regards to assertiveness training through counselling sessions.

Rationale

To ensure every learner is safe, valued, feels free to contribute, achieve and progress and remains free from bullying.

All staff, students and parents should be aware of the negative effects that bullying can have on individuals and the Academy in general, and should work towards ensuring that students can work in an environment without fear. Learners who are being bullied will not be able to learn effectively.

Bullying is unacceptable in this Academy but also recognises that because of the verdicts in bullying cases it must take account of bullying perpetrated outside of school which spills over into the Academy. The Academy will do what is reasonably practicable to eliminate any such bullying.

Categories of Bullying

Physical harm: Pushing, kicking, punching, pinching, any form of violence

Verbal abuse: Name-calling, sarcasm, spreading rumours, persistent teasing

Cyber bullying: Sending harmful or cruel text or images using any area of the internet or mobile phones. To be read in connection with the E-Safety Policy

Emotional abuse: Tormenting, making fun of someone, humiliation, isolation by groups of students from groups or activities, destroying or spoiling work, dirty looks, spreading rumours, demanding money.

Homophobic abuse: Unwanted physical contact, abusive comments, particularly related to sexuality

Definition of Bullying

Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally. We need to have a clear definition of bullying and an understanding of what a bully and victim would be like. The notes below are for general introduction only and require full discussion at all levels, teaching and non teaching staff (which would include dinner supervisors and students).

Types of Bullying

Bullying is often a series of apparently minor incidents. Tackling these minor incidents will reduce the occurrence of more major or persistent bullying. Minor incidents include:

- name calling; mocking, taunting, making offensive comments
- looks;
- 'borrowing' equipment;
- one student intimidating another in order to copy homework;
- spoiling another student's work;
- pushing in at the dinner queue;
- groups of students isolating another by not letting him or her join in
- spreading hurtful and untruthful gossiping/rumours
- producing offensive graffiti

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school

- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or “go missing”
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually “lost”
- has unexplained cuts or bruises
- comes home starving (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as sending inappropriate messages by phone, text, instant messenger, through websites and social networking sites and sending offensive or degrading images by phone or via the internet.

The Academy will:

- Discuss, monitor and review an Anti-Bullying Policy on an annual basis.
- Support all staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn and that students abide by the Anti

Bullying Policy.

- Report back to parents/carers regarding their concern on bullying and promptly deal with complaints. Parents/carers in turn work with the Academy to uphold the Anti-Bullying Policy.

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

Responsibilities

The Governing Body will liaise with the Chair, the Principal and Designated Teacher over all anti-bullying strategies and individual cases where appropriate. The Governing Body will discuss, review and endorse agreed strategies on the initiative of the 'nominated governor', and in any case will discuss the Principal's Annual Report on the working mechanisms of this policy.

The Principal will:

Ensure that all staff have an opportunity of discussing strategies and reviewing them;

Determine the strategies and procedures.

Discuss development of the strategies with the Senior Leadership Team.

Ensure appropriate training is available including knowledge about bullying and the range of anti-bullying interventions and restorative practices.

Ensure that the procedures are brought to the attention of all staff, parents and students;

Report annually to the Governing Body.

Have a centralised recording system which identifies vulnerable students at intake, tracking student behaviour for evaluation of support and provide evidence for the effectiveness of interventions including peer support. This is evidenced through IEP's and Every Learner Matters Group and within the Bridge Centre.

Ensure parent/carer involvement with an 'open door' policy for access to staff.

Use the Student Council as an effective reporting system in regards to 'bullying', peer support to target transition, mediation, buddy system and supported by senior management.

Use curriculum work to embed anti-bullying work through interactive methods (PSHE and SEAL). The Academy will raise awareness of the anti-social nature of bullying through the

guidance and citizenship programme, Academy assemblies, the Student Academy Council, use of tutorial time and the national curriculum programmes of study as appropriate; Include Peer Support as an inclusive way of involving students in anti-bullying work; Positively promote schemes to keep a high profile through assemblies, notice boards and the intranet.

Procedures

Guidelines for Staff

If bullying is suspected or reported the incident will be investigated and dealt with initially and immediately by the teacher approached.

If a racial element to the bullying is suspected the Heads of Year must be informed immediately.

The incident will be recorded on the appropriate incident form and all parties would be interviewed separately and recorded.

The introduction of the Anti-Bullying Team

The Heads of Year will put in place the appropriate strategy and plan of action to combat the bullying.

The Every Learner Matters Group will oversee the implementation of the strategy.

Parents will be kept informed by the Heads of Year; any sanctions against the bullies will be determined by the Heads of Year or through the Every Learner Matter Group.

Preventing, identifying and responding to bullying

The Academy community will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying. Actively provide systematic opportunities to develop students' social and emotional skills including resilience.

- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support, the Academy Anti Bullying Team and through the Academy Council.
- Train all staff to identify bullying and follow Academy policy and procedures on bullying, including recording incidents of bullying.
- Actively create “safe space” for vulnerable young people such as break/lunch clubs early passes for lunch.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

The Academy procedure is for any incidents to be taken seriously, thoroughly investigated for parents to be made aware for appropriate sanctions to be applied and for follow up to be carried out. Ensure that all parents/carers know where to access independent advice about bullying. Work with all parents and the local community to address issues beyond the school gates that give rise to bullying.

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Bullied Students . both the victim and the perpetrator receive counselling and support→separately.

Staff who deal with students who have been bullied must always offer reassurance. Students who have bullied will be given support determined by the Every Learner Matters Group and in consultation with the student.

Bullies

Changing the attitude and behaviour of bullies will be part of the responsibility of the positive procedures used by the Academy through counselling and restorative practices. However, the Academy recognises that sanctions will also have to be used against bullies.

Ensure all parents know about our complaints procedure and how to use it

Parents/carers of students who are being bullied and parents/carers of the bullies will be involved in the solution to the problem as appropriate by the Heads of Year and the Every Learner Matter Group in consultation with the Designated Teacher. Parents will be informed of the policy and procedures and the possibility of permanent exclusion following gross acts of bullying.

Involvement of Students

Regular responding to young people's views on the extent and nature of bullying. Issue students with a student friendly leaflet to deal with bullying. Students will be involved in the positive strategies through both the Academy Council and tutor groups.

Strategies for Dealing with Bullying

Peer mediation will offer support to those students who have been bullied and/or bullies. Publicise the details of help lines and websites.

Access the OFSTED report at; www.ofsted.gov.uk

A website to help bullied students; www.pupilline.net

Involve students in anti-bullying campaigns in school including anti-bullying week.

Reporting hatred, racist incidents

Red House Academy comply with reporting hatred, racist incidents to the Local Authority through the ARCH Scheme.

The complaints procedure in schools:

If your child is being bullied at school, the following procedures should be followed:

- Talk and listen to your child and assure them that they will be safe after 'telling'. Try to record everything that has happened.
- Talk to your child's teacher, explaining what has happened, who has done what, when and so on. Try to stay calm.
- Check regularly with your child to see if things have improved. If not, continue recording all incidents of bullying and discuss this with your child.
- If you are still unhappy, make an appointment with the head of your child's school, talk to them about what is happening and give them what you have recorded.
- If after meeting with the head you are still not happy, you can make a formal complaint to the school's Governing Body. They will then have to investigate how your concern has been handled. Check your school's Complaints Policy for more information about how to do this.
- Finally if you are unhappy with the Governors' response and if your child's school is maintained by the Local Authority (LA), you can contact the LA Complaints Officer on 01926 742256. Please note he will not get involved until after you have made a complaint to the Governing Body.

The complaints procedure for Academy schools:

If your child attends an academy the LA complaints officer will not be able to help. You can contact the Education Funding Agency (EFA). The EFA can investigate whether the Academy has considered the complaint appropriately. If it finds that they did not consider the complaint appropriately they can request the Academy to re-consider the complaint. Complaints can be sent to academyquestions@efa.gov.uk or by post to Academies Central

Unit (Academy Complaints) Education Funding Agency, Earlsdon Park, 53-55 Butts Road,
Coventry, CV1 3BH.

This policy links with other policies and should be read in conjunction with them:

Behaviour for Learning Policy

Safeguarding/Child Protection Policy

E-Safety Policy

ICT Acceptable Use Policy

Equalities and Diversity Policy

Alleged Bullying Initial Incident Pro-forma

Name of student _____ Year ____ Tutor Group ____

Name of alleged perpetrator/s _____ Year ____ Tutor Group ____

Group _____

Staff name _____

Date of incident _____ Time of incident _____

Location of incident _____

Name calling		Assault	
Isolating student		Bullying related to SEN/Disabilities	
Intimidation		Sexist or sexual bullying	
Cyberbullying		Homophobic bullying	
Bullying related to home circumstances		Racist bullying	

Bullet point details of incident:

Action taken:

Mediation		Anti-bullying log update	
Inform parents		Note in individual student log	
Refer to Head of Year		Refer to Pastoral Manager/Anti-bullying Co-ordinator	

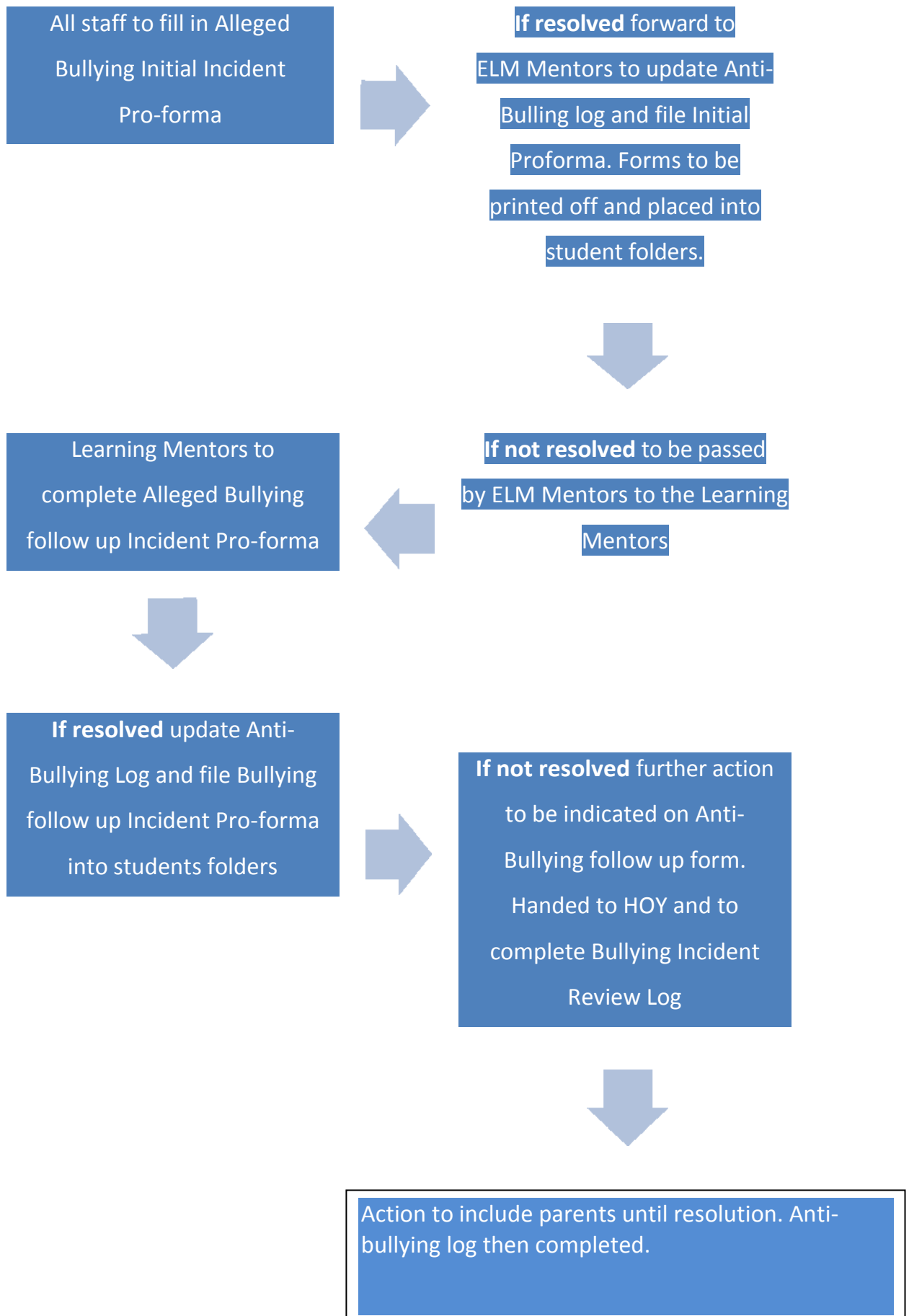
Incident is: RESOLVED UNRESOLVED (Please tick)

Follow up (within 2 weeks and inform of outcome) / Parents contacted

Staff signature _____ Date _____

Return form to HOY

RED HOUSE ACADEMY ANTI-BULLYING FLOW-CHART



If you are being bullied...

DO

- Use eye contact and tell them to go away.
- Ignore them.
- Walk away.
- Act as though you don't care what they say or do.
- Remember it is NOT your fault

DON'T

- Do what they say.
- Look upset or cry.
- Get angry.
- Hit them



What should I do if I see someone else being bullied?

- Don't walk away and ignore the bullying.
- Let the bully know what is happening.
- Tell the bully to S.T.O.P. if it is safe to do so.
- Don't stay silent or the bullying will keep happening.
- We will all work together to S.T.O.P. bullying.

Red House Academy's Anti - bullying Team's Aims:

- We want our school to make everyone feel safe and happy.
- To deal with bullying in school, we will help everyone:
- To get on well together
- Respect and understand each other
- To believe that everyone has the right to be who they are.



Red House Academy

Redhouse Academy Anti-bullying team



Redhouse Academy Students guide to Bullying

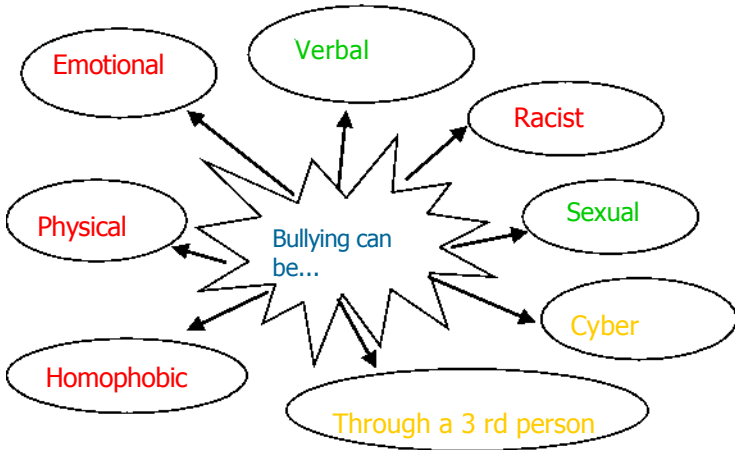
This booklet has been designed to help you feel safe in and around Redhouse Academy.

Remember if you are getting bullied make sure you tell someone as soon as you can.



What is bullying?

In our school a bully is someone who hurts someone more than once, by using behaviour which is meant to hurt, frighten or upset another person.



- **Emotional:** Hurting people's feelings, leaving you out, being bossed about.
- **Physical:** Punching, kicking, spitting, hitting, pushing.
- **Homophobic:** Calling you gay or lesbian.
- **Through a 3rd person:** Sending a friend with horrid messages.
- **Verbal:** Being teased, name calling, hand signs.
- **Racist:** Graffiti, calling you racist names.
- **Sexual:** Rude comments, touching you when you don't like it
- **Cyber:** texts, e-mail, Social networking sites.

When is it bullying?

SEVERAL
TIMES
ON
PURPOSE



What our school can do to help?

- We always treat bullying seriously.
- We try to find ways to make it S.T.O.P. so that you can feel safe and happy in school.
- We also have a zero tolerance policy in regards to Bullying

Who can I tell?

- Teachers
- Friends
- Parents
- Peer Mediators/Mentors
- Prefects
- Any other adult
- Anti-Bullying team members



START
TELLING
OTHER
PEOPLE



Red House Academy
Rutherglen Road
Sunderland
SR5 5LN