

REDHILL ACADEMY TRUST

ANTI-BULLYING POLICY

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STATEMENT OF INTENT

The Academy is committed to providing a safe, caring and friendly environment for learning for all our students to allow them to maximise their potential.

We would expect students to act safely and feel safe in academy and feel confident to seek support from academy should they feel they or others are unsafe.

Bullying of any kind is unacceptable at our academy. We want parents to be confident that their children are safe and cared for in academy and that incidents when they do arise, are dealt with promptly and well.

The academy is aware of its legal obligations including the Equalities Act 2010. We are aware of our role in supporting parents and working with other agencies outside the academy where appropriate.

Bullying is deliberate, hurtful behaviour, either physical or psychological, which is unprovoked and is repeated over a period of time.

Some types of bullying are: -

Physical	e.g. hitting, kicking, taking belongings
Emotional	e.g. derogatory name calling of an insulting and/or personal nature This can include demanding money, goods or favours by means of threat or force
Verbal	e.g. name calling, insulting remarks
Written	e.g. threatening or embarrassing notes or graffiti
Social	e.g. spreading rumours, excluding from groups
Sexual	e.g. unwanted physical contact or sexually abusive comments
Homophobic	e.g. focussing on sexuality
Racist	e.g. racial taunts, graffiti, gestures
Cyber	e.g. using the internet, mobile phones or other devices to hurt or offend

This policy **aims** to:

- ensure all governors, teachers and non-teaching staff have an understanding of bullying and the different types of bullying
- ensure that all governors, teachers and non-teaching staff know what the Academy's policy is on bullying and follow it when bullying is reported
- ensure that all students and parents know what the Academy policy is on bullying and what they should do if bullying occurs
- assure students and parents that the Academy will not tolerate bullying and that they will be supported when bullying is reported

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1. REPORTING AND RESPONDING TO BULLYING

The Academy has clear systems for reporting bullying for the whole academy community (including staff, parents, children and young people). This includes those who are the victims of bullying or have witnessed bullying behaviour. All reported incidents will be taken seriously and investigated thoroughly.

The academy believes that the best way to tackle bullying is to ensure that an inclusive environment in which every member of the community is valued and respected is maintained. The academy looks to achieve this through its behaviour policy and ethos of staff, students and parents working closely to maximize the achievement of students in all that we do. This ethos is promoted in a diverse range of methods, including:

- Inform parents of the academy's attitude towards bullying at, for example, Open and Intake Evenings and through the academy's information booklets
- Ensure that all staff are aware of the anti-bullying policy and procedures for its implementation and are trained to deal with incidents
- Ensure that all students are aware of the nature of bullying, the academy's anti-bullying policy, and measures that will be taken against bullying
- Ensure that students are aware that if they are part of a group that makes anybody feel ashamed, unhappy or afraid, they are involved in bullying. The tutor time programme, assemblies, and special inhouse events will be used to educate students about bullying as well as other peer on peer behaviours.
- Topics such as discrimination, tolerance, peer on peer abuse, consent, sexual harassment are covered throughout the academic year as appropriate
- As per the Behaviour policy, the academy may take action on behaviour outside academy, but not on academy business, if there is a clear link between the behaviour and maintaining a clear link between that behaviour and maintaining good behaviour and discipline among the student body as a whole. This includes bullying.
- Ensure that students understand that it is unacceptable to maintain a silence when they know that wrongdoing is occurring.
- The academy believes that those who are present along with other students who are bullying without challenging this or removing themselves from the situation immediately and informing a member of staff, will be treated on a par with those who are bullying. This is known as bystander behaviour.
- Ensure that staff are fully aware of students with disabilities and special educational needs and that they may be adversely affected by negative attitudes to disability and perceptions of difference.
- Make parents aware if there is known bullying taking place on social network site, so they can contact the administrator to have it removed and contact the police if necessary.
- Direct students and parents to anti bullying advice online.
- Support younger students through the peer mentoring and working as part of their tutor and House group.

There are many other behaviours that can be unpleasant and need to be addressed but are not necessarily bullying; although they can potentially develop into bullying. Any such incidents should be reported to the academy and will be dealt with in line with the Behaviour policy. Examples may include:

- Arguments, disagreements or "fallings out" - people fall out of friendships/have arguments; which is normal. These can be occasional or accidental, and sometimes people become friends again. Such

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- situations can be reported to the academy if students are distressed or require support in coming to a resolution. If negative behaviours occur and are repeated or targeted, they can become bullying.
- A one-off verbal comment – this is unacceptable behaviour and should still be reported to the academy so that it can be dealt with. If the incidents are repeated or targeted, then they can constitute bullying
A one-off physical altercation such as a fight – this is unacceptable behaviour and should be reported to the academy so that it can be dealt with. If the incidents are repeated or targeted, then they can constitute bullying
- An incident of barging or pushing in the corridor – again this is unacceptable and should be reported so that it can be dealt with, although it may be an accident. However, if someone is repeatedly being pushed then this is likely bullying.
- Peer on peer abuse. We do not tolerate any such harmful behaviours and the academy will take swift and supportive action, in line with the safeguarding and Behaviour for Learning policies.

2. PROCEDURES

As a student if you suspect someone is being bullied (or another student informs you that they are being bullied):

- Talk to them – check they are OK and let them know you care.
- Act. Watching and doing nothing is tantamount to participation
- Tell an adult or someone more senior than yourself immediately
- Do not support the bully, through word or deed, in their actions

If you are being bullied:

- Tell an adult, someone more senior than yourself, a peer supporter or prefect. This can either be in person, via email or via the QR code that is available in school.
- Keeping a record of what is happening. The easiest way to do this is by reporting everything to the academy so that it can be logged. If the bullying is online, take screenshot evidence and report it to the Social Media provider.
- Tell yourself that you do not deserve to be bullied and that it is wrong
- Be proud of who you are; remember that you are unique and special
- Try not to show the bully that you are upset; it is hard but a bully thrives on someone else's fear
- Stay with a group, if possible in view of others; there is safety in numbers
- Be assertive: say 'No!'; walk away, go straight to a member of staff
- Do not get involved in a fight. Use only reasonable "self-defence" if you feel that violence is imminent
- Remember that telling someone who can help is a form of standing up for yourself.
- Consider your use of social media carefully – make sure you are only interacting with friends that you can trust.

As a parent:

- Be observant of unusual behaviour, for example, if your child shows a sudden reluctance to attend academy, feels ill regularly, fails to complete work to the usual standard or keeps asking for extra money

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- Listen and reassure your child – the bullying is not their fault. Try to establish the facts.
- Find out what your child wants to happen next. Help to identify the choices open to them; the potential next steps to take; and the skills they may have to help solve the problems.
- Inform the academy immediately that you suspect bullying via your child's tutor, pastoral support assistant or Head of House
Advise your child not to fight back but to stand up for themselves by informing someone who will help
- Support your child. Reassure them action will be taken to make the bullying stop but also to develop a resilience to both minimise the impact upon them and to report the perpetrators immediately.
- Reassure your child that there is nothing wrong with them
- Make sure you and your child are aware of the academy's Anti-bullying Policy and guidance.
- Avoid posting about the situation on Social Media; this is likely to make the situation more difficult for all parties. If the bullying is occurring via Social Media, report it to the provider.
- If you are unhappy with the way in which the academy is dealing with the situation, escalate your concerns to the Senior Leadership Team. Alternatively, you can pursue a complaint via our complaints procedure.

As a parent (if your child has been accused of bullying):

The relationship between home and academy is essential. It can be very difficult to be informed that your child has been involved in a bullying incident. Parents have a key role in helping their child to recognise the harm they have caused and encouraging them to change their behaviour in the future. Some key tips/advice:

- Make sure your child knows what bullying behaviour is and why it is wrong
- Make sure your child knows they can talk to you, or to another adult if they are worried about bullying
- Help your child to realise that no-one has the right to pressure them into something they don't want to do - this includes bullying others
- Make sure they are not bullying others in retaliation for bullying they have suffered - find out if there is a wider issue
- Advise your child on their use of Social Media - let them know that they should not upload comments or images that could hurt someone else, or pass on content that is designed to hurt someone else.
- Be clear that the use of disrespectful and hurtful language and behaviour is not tolerated; and model the correct behaviour for your children.

Staff

If a staff member suspects or has any evidence to suggest that a student may be being bullied, they should refer the matter directly to the appropriate Head of House as a matter of urgency. A student may indicate by signs or behaviour that they are being bullied. A staff member should be aware of the possible signs and they should investigate or seek further advice from the pastoral or safeguarding staff if they notice a student:

- does not want to attend academy, feels ill in the morning or truant
- wants to be driven/does not want to travel on their own to academy
- becomes withdrawn, anxious, lacking in confidence and is frightened to say what is wrong
- has items of money 'lost' or 'go missing' and/or comes home hungry

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- has unexplained injuries
- attempts or displays signs/discloses thoughts on running away or suicide
- begins to suddenly under-perform academically
- becomes disruptive, aggressive or unreasonable and starts bullying others
- changes their routine and/or the student stops eating
- is afraid and/or nervous to use the internet/mobile phone or receive cyber messages/calls
- gives improbable excuses for any of the above

3. SUMMARY OF THE SYSTEM

1. Bullying reported by staff/parents/student to Head of House (via other staff members or House Support in some cases).
2. The Bullying behaviour or threat will be investigated and appropriate action taken (see 'Sanctions/Further Responses' below) and recorded by staff on the central Academy bullying log.
3. In most cases, parents will be contacted.
4. Heads of Houses, tutor and/or a member of the Student Support Centre will monitor the student after the bullying has been dealt with to support them and avoid the bullying continuing or starting again.
5. If there is a racist element to the bullying, this should be recorded as a racist incident. If there is a homophobic or sexual element it should be recorded as such. This is true of all protected characteristics defined by the Equality Act 2010: (<https://www.legislation.gov.uk/ukpga/2010/15/contents>)

4. SANCTIONS

Depending on the evidence that is provided and the nature of the incident(s) the Academy may take any of the following steps:

- student spoken to by member of staff
- specific warning issued
- parents of perpetrator(s) contacted/ made aware
- Targeted Mentoring Programme
- detention(s)
- student placed "on-report"
- break/lunchtime isolation
- supervised study room
- exclusion

5. FURTHER RESPONSES

The Academy may also respond in a range of ways after the incident:

- the bully may be monitored in the days/weeks after by being placed on Report
- the bully may be asked to apologise
- the victim may be monitored by a mentor from the Student Support Centre as well as by their Tutor and Head of House
- when the issue is recorded formally it may indicate a racist or homophobic nature of the behaviour involved
- if possible, the students will be reconciled

6. PREVENTION

As part of our ongoing commitment to the safety and welfare of our students the Academy have developed the following strategies to promote positive behaviour and discourage bullying behaviour:

- the Student Support Centre runs a range of workshops and mentoring schemes aimed at educating students about negative behaviours and helping them to change these
- the Head of House or tutor may invite a parent in for a meeting
- contact/meetings with appropriate outside agencies may be set up
- the wider curriculum at the Academy educates students on what bullying is, what the types are and how it can be dealt with
- all students are educated on cyber safety and cyber bullying
- the student voice structure has the means for students to feedback any concerns of this nature to the Heads of House and Headteacher

7. MONITORING AND REVIEW

An annual report will be shared with the appropriate link governors outlining the extent of bullying in the academy and the steps taken to prevent it. The Academy Council and SLT will discuss bullying as agenda item as required. The students will have assemblies to raise awareness and to address any emerging issues. The academy will continue to work in partnership with local academies and other organisations as appropriate to develop its response to bullying.

8. USEFUL ORGANISATIONS

Anti-Bullying Alliance (ABA)
KIDSCAPE Parents Helpline
NSPCC
ChildLine

www.anti-bullying.org
020 7823 5430
www.nspcc.org.uk
www.childline.org.uk