

Anti-bullying Policy

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1. INTENT

- 1.1 At The Rudheath Senior Academy (RSA), we are committed to providing a caring and safe environment for all of our pupils so they can learn in a safe and secure atmosphere.
- 1.2 Bullying behaviour of any kind is unacceptable at our school. If bullying behaviour does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.
- 1.3 As a school, we take a zero tolerance approach to bullying behaviour in all its forms and consider it a most serious offence.
- 1.4 This policy strives to ensure that the culture of the school is one in which everyone is equally valued and treats one another with respect following the academy's main principals of "Excellence" and "Kindness."
- 1.5 The policy aims to help provide a set of clear and achievable structures which can be followed and maintained to meet the aims and objectives set out below:
 - 1.5.1 Clear communication about the choices and consequences surrounding bullying incidents between the academy and parent(s)/carer(s).
 - 1.5.2 To ensure there is an effective means of collecting and monitoring information which is routinely evaluated by designated staff in order to provide timely intervention for students who are affected by bullying.
 - 1.5.3 To ensure that the Academy actively promotes kindness and tolerance to all members of the school and wider community.
 - 1.5.4 To recognise the important role of Form Tutors and Heads of Year in promoting and monitoring high standards of behaviour.
 - 1.5.5 To ensure that important government legislation (outlined below) is adhered to for the safety of all students.

2. INTRODUCTION AND AIMS

- 2.1 At The Rudheath Senior Academy bullying is defined as: "behaviour by an individual or group that is repeated over time, that is intended to hurt another individual or group."
- 2.2 We understand that bullying can take many forms which can be categorised as either physical or emotional.
- 2.3 It is the aim of The Rudheath Senior Academy to help the members of our community who are affected by bullying or who are personally struggling with

bullying, harassment, cyberbullying or anti-social behaviour issues with guidance, support and practical help.

- 2.4 It is also the academy's intention to continually strive to keep its students safe whilst they are in our care.
- 2.5 This policy is seen to be closely linked with the school's safeguarding policy.

3. LEGISLATION

- 3.1 The Education Act 2002 Section 175 placed a legal duty on maintained schools and Local Authorities to safeguard and promote the welfare of children.
- 3.2 Some incidents of bullying may also be a child protection issue. A bullying incident should be addressed as a child protection issue under the Children Act 1989 when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm. These concerns must be reported to the member of staff in school responsible for child protection and then reported to the local authority's children's social services.
- 3.3 Section 89 of the Education and Inspections Act 2006 states that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.
- 3.4 The Independent School Standards (England)(Amendment) Regulations 2012 state that the proprietor of an academy or other independent school is required to ensure that an effective anti-bullying strategy and health & safety strategy is drawn up and implemented.
- 3.5 Under the Public Sector Equality Duty of the Equality Act 2010, schools and childcare providers must take steps to prevent and respond to discriminatory language.
- 3.6 Schools have the powers to intervene in bullying incidents outside of the school ground including on home-to-school transport, in the community and online.
- 3.7 Most bullying incidents are not crimes. But some types of bullying are illegal and should be reported to the police. This includes bullying that involves violence or assault; theft; harassment and intimidation over a period of time including calling someone names or threatening them, making abusive phone calls, and sending abusive emails or text messages (one incident is not normally enough to get a conviction); and anything involving hate crimes.
- 3.8 Some cyberbullying activities could be criminal offences under a range of different laws, including the Malicious Communications Act 1988 and the Protection from Harassment Act 1997. There have been some instances of such prosecutions in the UK.

4. IMPLEMENTATION

- 4.1 The Rudheath Senior Academy will promote the core values of excellence and kindness through the way the school is staffed, ensuring that stringent and robust recruitment takes place.
- 4.2 The senior leadership team will also monitor and evaluate the lessons and subjects that are taught, and the learning support provided.
- 4.3 Form time will be monitored and evaluated to the same standard of other subjects within the curriculum and PSHE schemes of work and delivery will be held under scrutiny to ensure they comply with Keeping Children Safe in Education 2020.
- 4.4 The academy will build relationships with parents/carers, employers and community groups.
- 4.5 Working in partnership with the wider community, the staff will challenge all forms of prejudice and discrimination and alongside parents/carers will ensure that equality is promoted, acting to ensure that all students:
 - 4.5.1 Feel they belong and that they are a respected member of the school community where they will encounter equality of opportunity.
 - 4.5.2 Have high expectations of themselves which will translate to the way they treat others- with fairness and tolerance.
 - 4.5.3 Through the PSHE and wider curriculums develop an understanding of the importance of diversity and difference, of conscious and unwitting prejudice.
 - 4.5.4 Develop confidence to challenge instances of prejudice, bullying, unfair or intolerant language and attitudes.

5. RESPONSIBILITIES

- 5.1 The Trust and academy Governing Body will:
 - 5.1.1 Ensure that the Academy complies with all relevant legislation.
 - 5.1.2 Ensure that the policy and its related procedures and strategies are implemented, reviewed and evaluated routinely.
- 5.2 The Head Teacher will:
 - 5.2.1 Ensure compliance with recording procedures required by the DfE.
 - 5.2.2 Ensure that the policy and its related procedures and strategies are implemented.
 - 5.2.3 Ensure that all staff are aware of their responsibilities are given appropriate training and support.
 - 5.2.4 Take appropriate action in any cases of discrimination.

- 5.3 SLT leads will be responsible for the day-to-day co-ordination of this policy and will:
 - 5.3.1 Oversee those dealing with reported incidents.
 - 5.3.2 Work with multi-agency teams including police and children's services as appropriate.
- 5.4 All those dealing with incidents of bullying will recognise the necessity of involving parents/carers as soon as possible and that actions taken will be responsive to the needs of the individual and will distinguish between behaviour intended to hurt and the hurt caused by thoughtlessness and insensitivity, where education might be more beneficial than a sanction, especially when dealing with younger students.
- 5.5 The SLT Lead will liaise with the designated Governor for Safeguarding.
- 5.6 All staff will:
 - 5.6.1 Deal with incidents consistently and on an individual basis, taking account of the feelings of the student being bullied and the age and stage of development of the student(s) involved.
 - 5.6.2 Promote equality and good relationships especially but not exclusively, via effective delivery of the PSHCE schemes of work which are evaluated regularly.
 - 5.6.3 Promote whole-school self-discipline among students and encouraging respect for and sensitivity towards the feelings of others.
 - 5.6.4 Take all reasonable measures to enforce the terms of the E-Safety policy to diminish the potential for cyberbullying, an approach underpinned by all users signing an Acceptable Use Contract. (Refer to Acceptable Use Contract and Policy, E-Safety Policy).
 - 5.6.5 Keep accurate records using CPOMS to detail any incident of bullying which is reported to them with clear recoded actions.
- 5.7 Teaching staff will:
 - 5.7.1 Ensure that students from all groups have full access to the curriculum.
 - 5.7.2 Promote equality and diversity through teaching and through relationships with students, staff, parents/carers and the wider community.
- 5.8 Student Leaders will:
 - 5.8.1 Have active involvement in initiatives such as Anti-Bullying Week.
 - 5.8.2 Help to plan training for all members of staff on anti-bullying policy and strategy.

- 5.8.3 Support with the supervision by school staff of recreational areas at lunch times and breaks.
- 5.8.4 Provide Anti-Bullying Ambassador buddies for Year 7 pupils.
- 5.8.5 Help with the celebration of all student's backgrounds and cultures through assemblies.
- 5.8.6 Support the training of a cross section of students as anti-bullying ambassadors.
- 5.8.7 During assemblies and PHSE learning sessions discuss and explore bullying issues.
- 5.9 All websites accessed in school are screened. This software screens the language used in all documents, emails and websites. Rude, offensive or searches which raise a safeguarding concern are sent to the Assistant Headteacher. Action will be taken and recorded.

6. PROCEDURES

- 6.1 At The Rudheath Senior Academy, bullying will not be tolerated and any reports of bullying will be taken seriously and investigated thoroughly and sensitively.
- 6.2 It is always the school's aim to resolve situations.
- 6.3 If a member of staff receives such a complaint or has grounds to suspect a student is the victim of bullying the matter should be reported to the student's Head of Year who will either investigate the matter her/himself or ask the student's form tutor to do so.
- 6.4 Parents/Carers should be informed of the alleged problem and the action being taken with appropriate records kept on CPOMS.
- 6.5 If any statements are taken, these should be done so formally on the academy statement form and stored electronically with the incident they relate to.
- 6.6 Form tutors must keep Heads of Year informed and Heads of Year must keep senior staff involved when investigations identify well-founded allegations of bullying.
- 6.7 During the process of resolving an allegation of bullying it is important for the alleged victim to attend school.
- 6.8 It will be made clear to whom the student can turn to if s/he needs further support.
- 6.9 All instances of bullying or alleged bullying will be followed by a period during which the situation will be monitored to ensure that it is easing and that there is no recurrence.

7. STRATEGIES AND SANCTIONS

- 7.1 The following is not an exhaustive list but an attempt to clarify the sort of strategies or sanctions that could be used when dealing with incidents of bullying.
- 7.2 It is stressed that each incident must be dealt with on an individual basis taking into account the age and stage of development of all the students involved, and the parents/carers of the victim and of the bully must be involved at the earliest possible opportunity.
- 7.3 **Strategies may include the following:**
 - 7.3.1 Counselling on appropriate behaviour with a student ambassador, member of staff or school counsellor depending on the individual need.
 - 7.3.2 Development of coping strategies, confidence building and assertiveness techniques.
 - 7.3.3 Working with parents/carers to develop in the student a greater sensitivity to the feelings of others.
 - 7.3.4 A no blame forum (or mediation) in which attitudes, feelings are explored and/or shared agreement as to what happens next.
 - 7.3.5 As students have reached an age and a stage in their development when they clearly understand what is meant by the term bullying, it may be necessary to apply sanctions.
- 7.4 **Sanctions may include the following:**
 - 7.4.1 Reprimand and warning
 - 7.4.2 Detention
 - 7.4.3 Time-specific non-access to IT network
 - 7.4.4 Reflection time with a designated member of staff
 - 7.4.5 Time in “Ready to Learn”
 - 7.4.6 Short term or longer exclusion
 - 7.4.7 Permanent exclusion

8. IMPACT

- 8.1 The strategies/sanctions employed to tackle bullying will be fair and proportionate

to the behaviour causing concern and monitored to ensure that their success is long lasting.