RUSHEY MEAD ACADEMY
ANTI-BULLYING POLICY

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Statement of Intent

We are committed to providing a caring and safe environment for all of our school community so they can learn in a supportive and secure atmosphere. Being Kind to everyone (Rushey 1) is one of our core values. Any type of bullying is unacceptable in our school, every person within our community is valued equally and should be treated as such regardless of their age, gender, sexual orientation, lifestyle choices, race, religion; physical ability or disability.

If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff, parents or a trusted adult.

By law Rushey Mead Academy must have measures in place to prevent all forms of bullying. The following laws highlight the need for all schools to encourage good behaviour and prevent all forms of bullying

- The Education and Inspection's Act 2016 section 86
- The Education (Independent Schools standards) regulations 2014
- Education Act 2011(updating and amending the Education Act 1996)
- The Equality Act 2010- schools and academies are required to comply with the Public Sector Equality Duty (PSED)
- The Children Act 1989
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Communications Act 2003
- Public Order Act 1986
- Keeping Children Safe in Education guidance and advice

Other polices which relate to our Anti- Bullying Policy are as follows:

- Behaviour Policy
- Safeguarding and Child Protection Policy and Guideline
- Staff Code of Conduct
- E-safety policy
- Use of electronic equipment including mobile devices

What Is Bullying?

Bullying is "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It is different from other types of aggressive behaviour because it is defined as something that happens repeatedly and is directed specifically at an individual or group.
We define bullying as physical or verbally aggressive behaviour that occurs 'Several Times on Purpose'. The school uses this definition to help students understand the seriousness of bullying compared to other unacceptable behaviours and provides the 'STOP' acronym that leads to students knowing they should 'Start Telling Other People'

Bullying is not one off fall outs between friends. Bullying can be:

- **Emotional** - being unfriendly, excluding, isolating, tormenting (e.g. hiding books, threatening gestures)
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Sexual** - unwanted physical contact or sexually abusive comments
- **Verbal** - name-calling, sarcasm, spreading rumours, teasing
- **Cyber** - misuse of the internet to intimidate, including by sending offensive, upsetting and inappropriate messages by phone, text, email, instant messenger, through gaming, websites, social media sites and apps
  - misuse of associated technology, i.e. camera & video facilities
  - Sexting - is when someone shares sexual, naked or semi-naked images or videos of themselves or others, or sends sexually explicit messages.

Bullying can be a form of peer-on-peer abuse and can be emotionally abusive. It can cause severe and adverse effects on student's emotional development.

People who are victims of bullying frequently, but not exclusively, may be bullied because of:
- race, religion or culture
- special educational needs or disability
- appearance or health conditions
- sexual orientation
- gender
- home circumstance including looked-after-Students and young care

Bullying can also take place through third person involvement i.e. another person being encouraged to take part in any of the behaviours above and maybe seen as indirect bullying.

All staff should also be aware to the possibility of a member of staff bullying a member of the school community. Should anyone suspect that this is taking place this should be reported immediately to the Principal. If the Principal is suspected of bullying, the matter should be reported to the Chair of governors

Defining bullying:

- It is important to understand that bullying is not an occasional falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Students do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.
- Bullying involves an imbalance of power between the perpetrator and victim which may manifest itself in several ways: it maybe physical, psychological, derived from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate.
- Cyberbullying is a different form of bullying and can happen at all times of the day, with a potential bigger audience. The Education Act 2011 amended the power in the Education Act 1996 to allow staff who have been authorised by the Principal to examine data or files on mobile devices, and delete these, where there is good reason. In addition RMA will report any issues to the police and other agencies if necessary if staff believe an offence may have taken place or young people are at risk of harm.
- If not addressed or known about, bullying can lead to peer on peer abuse.

Bullying is defined as Several Times on Purpose

Why is it Important to Respond to Bullying?

- Bullying hurts.
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Students who are bullying need to learn different ways of behaving.
- Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and support staff, students and parents should have an understanding of what bullying is.
- All governors, teaching and support staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- To protect the most vulnerable students in school including those with SEND, those new to school and those that are at risk of harm, this policy links directly to the Safeguarding and Child Protection Policy and Guidelines.
- **Bullying will not be tolerated. (Rushey 1 Be Kind)**

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
- doesn't want to go on the public transport including buses and taxis
- 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 someone who has asked them for money)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other students or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone or always needing to be on social media
- Hypervigilance around others

- is nervous & jumpy when a cyber message is received

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

Cyberbullying

RMA takes cyberbullying both in and out of school very seriously, and it will be dealt with. When responding to cyberbullying concerns, the RMA will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.

The Academy will take all available steps where possible to identify the person responsible. This may include:

- Looking at use of the Academy systems;
- Identifying and interviewing possible witnesses;
- Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
  - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
  - Confiscating and searching students' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy.
  - Requesting the deletion of locally-held content and content posted online if they contravene Academy behavioural policies.

• Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.

• Inform the police if a criminal offence has been committed.

• Provide information to staff and students regarding steps they can take to protect themselves online. This may include:

  - Advising those targeted not to retaliate or reply;
  - Providing advice on blocking or removing people from contact lists;
  - Helping those involved to think carefully about what private information they may have in the public domain.

Procedures - Reporting

Students

- Students are encouraged to 'Start Telling Other People'
- They are encouraged to report possible bullying to any member of staff they trust, a friend or a member of their family.
- The school has a designated email address Safe@Rushey-Tmet.UK for all students to report incidents if they feel that they can not approach an adult. This is monitored by the safeguarding team.
- We are a "Telling" school. We insist on students not being 'bystanders' all are encouraged to support their peers by reporting any suspected bullying.

Staff

- All incidents of suspected bullying will be dealt with by the member of staff it is reported to, usually the AHOY, Head of Year, class tutor, SENDCo, teaching assistant or passed onto another member of staff who is more able to deal with the incident.
- All staff are responsible for the health and wellbeing of the students and have a duty to respond seriously to any claim of bullying.
- If staff are unable to investigate the matter they must refer it immediately to the AHOY or Head of Year.
- The Vice Principal for Inclusion will be informed of all incidents of bullying.
- The Principal will also be informed if the incident is of a very serious nature and consequences beyond C4 are required.
- If bullying is confirmed it will be logged in the school bullying log on SIMS. All instances of bullying will be recorded and monitored for patterns of behaviour. Patterns of behaviour are monitored each half term.
- Lunchtime supervisors report to the lunchtime manager who in turn reports to AHOY/Heads of year and Vice Principal of Inclusion.

Parents

- Parents are encouraged to share any concerns with their child's AHOY, Head of Year or a member of Senior leadership Team.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, particularly if behaviour in school is repeated out of school, police will be consulted.

Procedures – Outcomes

Victim

- The bullying behaviour or threats of bullying must be investigated immediately and the bullying stopped.
- Victims will be reassured that they have done nothing to deserve the bullying and that what may have happened is not their 'fault'
- The victim will be consulted with on how to rebuild relationships with the perpetrator if they want to do this.
- Referral to the school counsellor/School Nurse may be considered appropriate.
- Following investigations, staff will periodically 'check in' with students that have been the victim of bullying to ensure that the child feels happy and secure at school.
- Interventions may be put in place to support the victim and support them in developing appropriate skills to protect themselves from bullying behaviours.

Perpetrator

- Importantly, the perpetrator should be helped to realise that bullying will not be tolerated, that it must stop immediately and that there can be no re-occurrence
- Students are helped to reflect upon their actions and to empathise with how the bullied child may feel and restorative work will take place.
- Students who have bullied are supported to modify their behaviour – this may be through individual or group interventions, including pastoral support and involvement of parents to reinforce the unacceptable nature of bullying.
- Other consequences may take place such as detention after school and at break/lunch times, C4 reflections, C5 provision, report cards, bespoke timetable, or loss of other 'privileges' in school.
- Fixed term exclusion for one or more days may be considered if appropriate.
- A change of class and/or tutor group, and bespoke provision may be considered in exceptional situations.
- Alternative Provision and/or a Managed Move to another school will also be considered.

- After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- The school works closely with the local police to make sure that any incidents outside school are reported to the school so that students involved can then be monitored inside school as appropriate.

Parents

- Parents / carers of both victim and perpetrator will be kept informed throughout the process.
- Close contact will be maintained with the victim's parents or carers to ensure that the victim adjusts positively back to school life as quickly as possible.
- Parent views will be taken into account but the school will stress that wherever possible reconciliation will be considered in order to provide clear resolution for all concerned while not condoning the bullying.

Reconciliation

- The perpetrator will be asked at a suitable point to genuinely apologise, in writing or in person
- Students will be encouraged to reconcile any issues over a period of time so that any injustice can be rectified.
- Some students will be asked to participate in one to one or group interventions to support their social development and reduce the incidents of bullying behaviours.

Procedures – Recording

- All serious behaviour incidents are recorded on SIMS.
- Concerns about students are recorded by AHOYs and shared with relevant staff.
- Half termly reports are developed, analysed and evaluated by the intervention team (AHOYs, Year Heads, Vice Principal Inclusion, Behaviour support team).
- The year teams are responsible for co-ordinating the recording system, liaising with class teachers and other staff to ensure that incidents of bullying are not missed.

Prevention

We aim to help Students to prevent bullying, by reinforcing our policy through:

- Ethos of good behaviour within school and following MAP D principles and Rushey Way.
- Encouraging to "Start Telling Other People".
- Students are encouraged not to be bystanders.
- SLT, Inclusion team and lunchtime supervisors support at unstructured times.
- Assemblies and events to support appropriate behaviours.
- Tutor time activities.
- Stop the Clock events/activities related to Anti-Bullying.
- Citizenship and PSHE lessons.
- Individual or group interventions.
- Restorative justice.
- Individual mentoring or support from in school teams.
- Liaison with SEND faculty where necessary.
- Referral to School Nurse and/or Counsellor
- Referrals to other agencies to support.
- Mentoring and attendance at LPS.
- Whole school surveys.
- Regular PSP meetings where relevant.
- Reports and behaviour contracts.
- Involvement in Anti-Bullying Week, a National annual event.
- Anti-Bullying ambassadors.

- Starter buddies for year 7 students and other new students to school.
- Information shared with parents through parents' evenings and events, newsletters and messages home.

The school has a range of strategies in place to help students work and behave co-operatively in order to minimise the possibility of bullying taking place.

- The school has formed a group of 'Anti Bullying Ambassadors' in order for students to take an active, lead role in reducing bullying. These are identified by students wearing Anti-Bullying Ambassadors' badges.
- All Anti-bullying Ambassadors are trained in order to support other students.
- A "Kind Box" and a "Utopia Zone" (manged by the Anti-Bullying Ambassadors team) to support other students.
- The school takes part in the National Anti-bullying week in November each year, involving all students in discussions about acceptable behaviours and ensuring all students know what procedures should be followed.
- The school has a dedicated school email address Safe@Rushey-Tmet.Uk where students can report any incident of bullying if they are hesitant to approach a member of staff. This is picked up by the safeguarding team.
- Achieved Anti-Bullying community award July 2014.
- The school has introduced interventions to provide students with more opportunities to discuss their feelings and attitudes and to help create a positive climate in school and encourage co-operative behaviour
- The school has a clear behaviour policy that rewards positive behaviour. The school rules are clear and straightforward and focus on positive attitudes.
- Records of BFL and consequences are kept which may be used to reveal patterns of behaviour, which may be indicative of bullying.
- Staff have regular training to support their understanding of bullying, advice and guidance is shared with them.
- Vulnerable students may be flagged with staff to support vigilance.
- The school takes a pro-active stance towards challenging behaviour at break and lunchtime.
- The school works closely with the local police and other agencies to make sure that any incidents outside school are reported to the school so that students involved can then be monitored as appropriate.
- Both students and parents are made aware of how to use the internet safely and of the possibilities of cyber bullying and to report such incidents to school and the police when appropriate.
- Above all students are encouraged to 'Start Telling Other People' if they feel they are being bullied or if someone they know is being bullied.

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceschools

MAKE A POSITIVE DIFFERENCE

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
  www.cafamily.org.uk/media/750755/cyberbullying_and_send__module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-ofpractice-0-to-25

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/ukcouncil-for-child-internet-safety-ukccis

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama:www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com/
- Show Racism the Red Card: www.srtrc.org/educational

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk

A Guide for Schools:
www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-SchoolsGuide.pdf

- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaign-posters
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)
www.gov.uk/government/publications/preventing-and-tackling-bullying

MAKE A POSITIVE DIFFERENCE

Monitoring, Evaluation and Review

The Principal, along with the Vice Principal, will take a key role in monitoring and evaluating the policy. The policy along with other school policies will be available on the school website.

**Rushey Mead Academy
Anti-Bullying Policy**

Version	Date	Author	Reason for Change
	31.10.17	ARU – Vice Principal	2 year review Additions to the legal background, link to other policies, expanded definition of bullying with reference to cyberbullying, Peer to Peer abuse and sexting – small additions to what is done to manage bullying.
	7.5.20	RGR – Vice Principal	Section specifically on Cyberbullying inserted. More strategies added to support students Safe email address added. Useful links and supporting organisations added

Policy to be reviewed - May 2022