

Promoting Outstanding Achievement for all



THE RUSSETT SCHOOL

## ANTI BULLYING POLICY

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Date: Autumn 2019

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This is a non *statutory* policy and it will be reviewed/amended Autumn 2022

### Document Control

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## Promoting Outstanding Achievement for all

This policy outlines what The Russett School will do to prevent and tackle all forms of bullying.

The policy has been drawn up through the involvement of the whole academy community and we are committed to developing an anti-bullying culture where no bullying of adults, children or young people will be tolerated.

**"Bullying in any form is always unacceptable."**

### **What is Bullying?**

Staff and Governors at the Russett School accept the definition:

***"Bullying is persistent behaviour by an individual or group which knowingly, deliberately and systematically causes/seeks to cause, or encourages others to cause, pain, distress, anxiety or fear to another individual or group whether physically, verbally or emotionally."***

### **Bullying is defined as:**

*"Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally".*

(DfE "Preventing and Tackling Bullying" 2014)

Or

The Anti-Bullying Alliance defines bullying as *"the repetitive, intentional hurting of one person by another where the relationship involves an imbalance of power"*.

There are different ways in which bullying takes place. The bullying is usually done directly to the victim.

All bullying is "emotional" and plays on weakness: the imbalance of power.

Bullying can be **REPEATED** deliberate acts done to cause distress. Bullying behaviour is carried out to give a feeling of power, status or other gratification to the bully / bullies. Bullying can occur through several types of anti-social behaviour which is intentional. It can be:

- **Emotional**: being unfriendly, excluding, tormenting.
- **Physical**: pushing, kicking, hitting, or any use of violence.
- **Racist**: racial name calling, graffiti, unacceptable gestures.
- **Verbal**: name calling, spreading rumours, teasing.
- **Sexual**: unwanted sexual contact, sexually abusive or comments.
- **Cyber/Online**: threats by text message, email misuse, social media  
Cyberbullying is bullying that takes place over digital devices like mobile phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behavior.

### **Examples of cyberbullying or online bullying include:**

- Text messages or emails that are derogatory and / or abusive;

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- Rumours sent by email or posts on social media sites, such as chatrooms, Facebook, Twitter or Snap Chat;
- Publication of embarrassing pictures or video clips on social media; Publication of fake profiles on social media sites such as Facebook, Twitter, Instagram or Snapchat.
  - **Damage to Property or Theft:** children may have their property damaged, taken off them or stolen.
  - **Homophobic** - behaving or speaking in a way that may makes someone feel hurt, angry or upset because of their actual or perceived sexuality. Targeted because of their appearance, behaviour or physical traits or because they have friends or family who are lesbian, gay, bisexual , transgender.
  - **Peer on peer-** peer on peer abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age;

At the Russett we understand that some pupils could be vulnerable to bullying because of "differences", real or perceived, and the differences that make them vulnerable. Because many of our pupils have behavioural needs this can sometimes be seen by others as bullying.

Real or perceived differences can relate to:

- Appearance
- Ability
- Health
- Family or home circumstances, e.g. looked after children or young carers
- Social class
- Race, religion or culture
- Disability / Special Educational Needs
- Sexual Orientation of either the pupil or members of their family
- Gender

### **Effects of Bullying**

Bullying can affect pupils in a number of different ways. When pupils are bullied, their lives are made miserable; they may suffer injury or feel unhappy about coming to the academy. Over time, they may lose self-confidence and self-esteem, often blaming themselves for inviting bullying behaviour.

### **Anti Bullying as part of the Safeguarding and Behaviour Policies and our PSHE curriculum**

Ensuing that any forms of bullying are dealt with quickly and effectively and that children are educated through our PSHE curriculum is part of our wider safeguarding duty. This is the duty of all adults within the academy. Our PSHE Policy, curriculum, Golden Rules Week and our Behaviour Support Policy outline how we approach the education of pupils in terms of bullying.

**Our academy community:**

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- Supports all members of staff to promote positive relationships to prevent bullying.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Reports back to parents/carers regarding concerns on bullying and deals promptly with complaints.
- Seeks to learn from good anti-bullying practice elsewhere

### **Preventing, identifying and responding to bullying**

The academy community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school/student council.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying, follow our policies and procedures (including recording and reporting incidents).
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.

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- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the academy's attention which involves or affects pupils even when they are not on school premises, for example when using transport or online etc.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.

### **Involvement of pupils**

We will:

- Gain children and young people's views on the extent and nature of any bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Involve pupils in anti-bullying/golden rules week in school and embedded messages in the wider academy curriculum.
- Publicise the details of help lines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

### **Liaison with parents and carers**

We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively to raise concerns in an appropriate manner.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

### **Links with other Trust/Academy policies and practices**

This Policy links with a number of other academy policies, practices including:

- Behaviour Support policy
- Complaints policy

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- Child Protection and Safeguarding Policy
- E Safety and Acceptable Use Policies
- Curriculum Policies such as PSHE and computing

### Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2011
- The Equality Act 2010
- The Children and Families Act 2014
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990

### Signs and Symptoms

A child or adult 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
- doesn't want to go on the school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant/absence from work
- becomes withdrawn anxious, or lacking in confidence
- starts stammering/toileting issues
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- their progress can be affected
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children 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
- 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.

## Promoting Outstanding Achievement for all Our Pupils and Students

Sometimes our pupils/students do not always understand the difference between boistress play and possible bullying due to the wide nature/needs of our cohort of pupils/students.

Within that consideration all concerns by pupils and/or parents/carers will be investigated and reported.

### Procedures

1. Report bullying incidents to a Senior member of staff
2. Incidents/accidents must be recorded
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour.

We are committed to providing a safe, caring environment for all our pupils and staff and that pupils can learn in a relaxed and secure atmosphere.

Parents, carers and families have an important role to play in helping to deal with bullying. If there are any concerns that any child is being bullied at the school then they should not hesitate to contact the school.

### What you can do if you feel you are being bullied

Pupils:

- Tell any member of staff or ask your parents, carers or friends to tell for you.
- Ring the National Bullying Helpline - 0845 225 5787 or Childline - 0800 1111 or visit [www.childline.org.uk](http://www.childline.org.uk).

Parents and carers :

- Speak to staff members in school - at The Russett School we have a parent concern form for parents or carers worried about issues.
- Arrange an appointment with staff member our school office number 0113 27171257.
- Family Lives on 0808 800 2222 or [www.familylives.org.uk](http://www.familylives.org.uk).
- National Bullying Helpline on 0845 225 5787 or [www.nationalbullyinghelpline.co.uk](http://www.nationalbullyinghelpline.co.uk).

### Equality Statement

On considering this policy there are no significant issues. Equality will always be reviewed as and when necessary or in the light of any changes.

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In accordance with its Public Sector Equality Duty, the school has given due regard to equality considerations in adopting this policy/procedure and is satisfied that its application will not impact adversely on members of staff or pupils who have a protected characteristic (age, disability, gender, reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, with the meaning of the Equality Act.

The Executive Headteacher will report on whether there have been any appeals or representations on an individual or collective basis on the grounds of alleged discrimination under any of the protected characteristics.

APPROVED January 2020