

The Ripley Academy

A member of the East Midlands Education Trust



Anti-Bullying Policy

July 2023



We are Ambitious
We are Committed
We are Proud

Policy Reviewed:	July 2023
Reviewed by:	Miss J Scattergood
Next review due:	September 2024

Bullying is not tolerated at The Ripley Academy. Every student has the right to feel safe in school. We believe that bullying is fundamentally wrong and prevents individuals from taking advantage of social and educational opportunities or from functioning effectively in their role or from feeling safe whilst in school or on the way to and from school or in their communities.

Bullying behaviour:

- **Is a deliberate action or actions which hurt or upset someone or a group of people**
- **Involves an imbalance of power where one person uses this against another**
- **Is usually persistent, as it happens more than once**

It includes:

invading privacy
actual violence or threats of violence – verbal or non-verbal
cyber bullying
sneering and sarcasm – comments intended to put people down
teasing and / or name calling, making jokes at someone's expense
written abuse or graffiti
ignoring, excluding someone in order to hurt their feelings
interfering with property, workspace and borrowing without permission
derogatory comments about religious beliefs
racially offensive remarks or behaviour*
sexually offensive or gender-based remarks or behaviour
wearing racist / sexist badges / slogans
demanding money / goods / favours through intimidation / force
purposely forgetting to repay a loan
writing nasty comments on websites or social media

*Towards or about anyone from a different culture, ethnic group, place of origin, place of residence.

This list is not exhaustive. Bullying includes any act to intimidate, humiliate, ridicule and/or undermine the confidence of the person(s) being bullied. If YOU are being bullied don't blame yourself

Forms of bullying covered by this policy

As society and technology develops and evolves, the forms of bullying mirror these changes. At the time of writing this policy covers the following recognised forms:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic, transphobic and biphobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual, gender-based and transphobic bullying.
- Bullying via technology – “cyberbullying”
- Bullying in relation to any Protected Characteristics (as outlined by Equality Act 2010)

Bullying can happen both in and out of school.

Bullying is not:

- Not liking someone
- Not wanting to be friends with someone
- A minor falling out
- An isolated act of aggression, confrontation or unkindness

Objectives of the policy

In this policy you will find out what the school will do to prevent and tackle bullying. This policy, we trust, will develop a community which promotes an anti-bullying culture; where every individual is valued for their

contributions regardless of a persons', race, religion, sexual orientation, ability, appearance or deprivation. As a community we will not tolerate bullying – including between adults, adults to children and between young people. Achieving the objectives of the Anti-Bullying Policy is the responsibility of everyone within our school community.

Preventing bullying

To prevent bullying, the school 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 students' social and emotional skills, including their resilience.
- Provide a range of approaches for students, 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 the school policy 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.
- 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.
- Encourage students to use social media responsibly

Involvement of students

To prevent bullying, we will:

- Promote our school values of 'The Ripley Way' so that students are aware of expectations.
- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all students know how to express worries and anxieties about bullying.
- Ensure that all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of help lines and websites.
- Offer support to students who have been bullied and to those who are bullying in order to address the problems they have.

Liaison with parents and carers

To prevent 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.
- Ensure all parents/carers know where to access independent advice about bullying.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for students, both on and offline.
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Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy
- Complaints Policy
- Safeguarding and Child Protection policy
- GDPR Policy
- Online Safety and Acceptable Use Policies (AUPs)
- Curriculum Statement

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 law. These may include:

- Preventing & tackling bullying, Advice for headteachers, staff and governors, July 2017
- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990

Responsibilities

It is the responsibility of:

- School Governors to monitor implementation of the policy
- The Headteacher to communicate the policy to the school community
- The named member of staff to ensure that disciplinary measures are applied fairly, consistently and reasonably in line with the Behaviour Policy
- All staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Students to follow the policy

The named Governor with lead responsibility for this policy is: **Mr M Thompson**

The named member of staff with lead responsibility for this policy is: **Mrs L Crowder**

Appendix 1

Outline of actions the school will take in response to an allegation of bullying

- Stage 1 As soon as possible, within 1 working day, the pastoral team will;
- Take statements from all parties to ascertain all sides of the situation
 - Inform parents/carers of the alleged target and perpetrator of the allegation and set out that an investigation will now take place. If felt necessary, they will agree temporary measures to protect the alleged victim whilst the investigation is taking place.
- The Pastoral Team will conclude the investigation as soon as possible, but will take time to ensure it is thorough and the outcome is fair.
- All consequent stages will be followed with urgency as soon as practicable, following stage 1**
- Stage 2 If the allegation is found to be true and bullying has occurred, the Pastoral Team will agree the following with a Senior Leader:
- Appropriate sanctions in line with the school's Behaviour Policy
 - Appropriate actions to support the target, including how and when the team will check in with the target to ensure there has been no further incidents
 - Appropriate actions to prevent repeated bullying by the perpetrator
 - Appropriate communication to all parties involved
- Stage 3 The Pastoral Team will then contact parents/carers of both the alleged target and perpetrator again to inform them of the outcomes of the investigation and the action that will be taken.
- Stage 4 All allegations of bullying will be recorded centrally by the investigating member of staff. The named member of staff will monitor this information to ensure the policy is being consistently applied and to evaluate any trends which may inform preventative work within school.
- Stage 5 If appropriate, the Pastoral Team may seek support from external agencies for specialist interventions.

Appendix 2

Expectations at The Ripley Academy and what to do should concerns arise

Student Rights

As a member of our school you have the right:

- Not to be bullied
- To say 'no' to anything you think is wrong
- To protect yourself by ignoring others or by walking away
- To talk to somebody if someone is making you unhappy
- To be listened to in confidence

Student Responsibilities

As a member of our school you are expected:

- To work with others to stop or prevent bullying
- Not to be afraid of reporting any incidents; if you do nothing, it might suggest you are supporting bullying behaviour
- Not to accept bullying behaviour amongst your group of friends
- Remember bullying can take many forms including violence, name-calling, graffiti, damage to property or psychological bullying such as sneering, staring, isolating/ignoring

How can parents/carers or other adults report concerns about bullying?

- By phoning school reception and asking to speak with a member of the pastoral team
- By using the 'Call It Out' reporting system on the school website homepage (anonymous option)

How can students report concerns about bullying?

- By reporting to a member of the Student Support
- By speaking to any trusted adult in school (tutor, Head of Year, teacher, teaching assistant, Senior Leader)
- By using the 'Call It Out' reporting system on the school website homepage (anonymous option)