

# THE RIPLEY ACADEMY

A member of the East Midlands Education Trust



## Anti Bullying Policy

2025 - 2027



**#nothingshortofremarkable**

**We are ambitious**

**We are committed**

**We are proud**

Policy reviewed: January 2025

Reviewed by: Deputy Headteacher

Next review due: January 2027



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.

The Ripley Academy works to promote an ethos where students are reflective, resilient and responsible. This policy will draw upon these core values to illustrate how bullying can be prevented and resolved. The School recognises that students will learn best in a safe and calm community that is free from disruption and in which education is the primary focus. Staff, students and parents have a responsibility to report bullying as soon as possible. They also have a responsibility to implement the preventative strategies outlined in the policy.

The Ripley Academy is aware of the statutory responsibility to discipline students for poor behaviour outside the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Headteachers the power to discipline students for poor behaviour when they are not on school premises. This can relate to bullying incidents occurring anywhere on or off the school premises.

This policy should be used alongside both the school's Behaviour Policy and the Safeguarding Policy as child-on-child abuse must be considered as a potential source of significant harm.

## Aims

- To work towards the elimination of bullying at The Ripley Academy
- To enhance the Behaviour Policy which confirms the school expectations;
- To involve all members of the school community in countering bullying;
- To enable students, staff, parents and governors to understand what constitutes bullying and their specific responsibilities;
- To ensure that there are strategies to minimise the risk of child-on-child abuse and procedures;
- To enable parents to feel confident that bullying will be firmly dealt with by the school;
- To inform all members of the school community that bullying behaviour will not be tolerated.

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.

## WHAT IS BULLYING?

'Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else'

There are different types of bullying:

- **Psychological** (being excluded from groups and rumours etc.)
- **Cyber** (abusive text messages, internet messages etc.)
- **Verbal** (threats, name calling, racism, homophobia etc.)
- **Physical** (punching, kicking, scratching, pushing, throwing objects at someone etc.)



## **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**

This list is not exhaustive but gives examples of bullying which acts to intimidate, humiliate, ridicule and/or undermine the confidence of the person(s) being bullied:

- 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.

## **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

Bullying invariably undermines self-confidence and initiative and can create a cycle of poor performance and further criticism, potentially causing depression, stress, mental or physical ill-health, with consequent absence from school or work.

Some forms of bullying may break the law and may be reported to the police by the school:

- Violence or assault;
- Theft;
- Repeated harassment or intimidation, e.g. name calling, threats and abusive phone calls, emails or text messages, sexual harassment and peer on peer abuse;
- Hate crimes – any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.



## Prevention

*“A school’s response to bullying should not start at the point at which a child has been bullied. The best schools develop a more sophisticated approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place.*

(Department for Education - Preventing and tackling bullying, July 2017)

Preventing bullying behaviours can be possible through a range of proactive measures. At The Ripley Academy, we look for every opportunity to prevent bullying type behaviours from happening. Some of the actions the school takes to prevent bullying include:

- The issue of bullying is included in the curriculum and classwork e.g. Drama, English.
- Bullying is addressed through the PSHE programme and is aligned with the standards of the PSHE Association.
- The Form Time and Assembly programmes reinforce British Values and the ethos of the school.
- Anti-bullying week is dedicated to raising awareness of bullying and reminding staff and students of their responsibilities to report it.
- Students are not permitted to use their mobile phones around the school. This is partly to prevent cyber-bullying.
- Duty staff have been trained to be vigilant and to watch and listen for any bullying type behaviours, no matter how small.
- Duty points have been carefully considered to ensure there are no ‘dead spaces’ where bullying can take place undisturbed.
- Seating plans in lessons are carefully considered using any relevant information about the relationships between specific pupils.
- The student Anti-Bullying Ambassadors regularly considers new ways to prevent bullying through their whole school projects.
- External speakers raise awareness of issues such as racism and homophobia.
- Posters around the school emphasise the importance of diversity in the school community.
- The Ripley Way outlines the core responsibilities of students at The Ripley Academy including the responsibility to be proud of our behaviour and of our differences.
- Working with the wider community such as the police/children’s services where bullying is particularly serious or persistent to send a strong message that bullying is unacceptable within our school.

The Ripley Academy recognises that specific groups of students are particularly vulnerable to bullying. These include children and young people with Special Educational Needs and Disabilities (SEND), young carers, Black and Minority Ethnic (BME), those who are, or thought to be lesbian, gay, bisexual, transgender, queer, questioning, intersexual, asexual or pansexual (LGBTQ+). As such, prevention of bullying considers the specific patterns of discrimination these groups face.

### **To prevent bullying, the school 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

## **For our students specifically, 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.

## **For our parents/carers specially, 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.

## **Tackling Bullying**

The Ripley Academy has clear strategies for responding to bullying incidents. These may include outcomes from the school sanction system (Consequence System) as detailed within the school behaviour policy.

The consequences of bullying will reflect the seriousness of the incident. All sanctions will be applied fairly, consistently and reasonably – after careful consideration of possible contributing factors such as special educational needs, disabilities or other vulnerabilities of both the victim and perpetrator.

The school will support the victim upon finding out about bullying, but will also seek to work with the perpetrator of the bullying in order prevent further incidents in the future.



## Reporting Bullying

**Students** can report bullying of themselves or someone else in the following ways:

- Speaking to their Tutor
- Speaking to their Head of Year
- Using the Call It Out button on our website
- Year 12/13: contact the Head of Sixth Form or Sixth Form Head of Year
- Speaking to the Designated (or Deputy) Safeguarding Lead
- Importantly, students are reminded that they can speak to **any** member of staff in school they trust
- Speaking to a parent/carer and asking them to pass on the information to the school.

**Parents/Carers** can report bullying of their child or someone else's in the following ways:

- Contacting their child's Form Tutor or Head of year by email, telephone, meeting
- Year 12/13: contact the Head of Sixth Form or Sixth Form Head of Year
- Using the Call It Out button on the website
- Importantly, parents/carers are reminded that they can speak to **any** member of staff in school regarding this. Staff will pass this on to the Head of Year.

## Investigation

The investigation in to the bullying incident(s) will be conducted by the most appropriate member of staff, depending on the severity of the allegation. This may include a member of the Safeguarding and Intervention Team, the Tutor, the Head of Year, a member of SLT or may include external agencies such as the Police.

Any investigation in to alleged bullying will be discreet, sensitive, timely and thorough. The exact timeline of investigations will vary depending on the scenario but will usually include:

- The victims will be talked to along with other witnesses and statements will be taken
- The accused will be talked to, to get their version of events
- Other staff, students and parents will be involved, where needed
- Parents/carers will be kept fully aware
- A record will be placed in all the involved students' files
- It will be recorded on our MIS
- All students will be made aware that such behaviour will not be tolerated

## Outcomes

- The student who has been bullied will be offered support if they feel they need it. This may depend on the nature and severity of the incident and may include counselling through the school counselling provision or the school nurse or in more extreme cases, referral to external agencies such as CAMHS.
- Students who have displayed bullying behaviour will be issued sanctions in line with the school behaviour policy. These sanctions range from detentions to fixed and even permanent exclusion where it is deemed bullying has been extreme and particularly damaging.
- Parents of those bullied and bullying will be notified of the outcomes of the investigation.
- A 'Repair and Restore' restorative meeting will be set up to take place as soon as possible. This is the process where both parties get an opportunity to achieve closure through mediation by trained staff and/or students.



## 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

## 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

## 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 C Howe**

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)
- Emailing enquiries and marking for the attention of Head of Year or Mrs Forster

### 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)
- Speaking to one of our Anti bullying ambassadors within school
- Attending one of the drop-in sessions held each week in the Hubb