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# ANTI BULLYING POLICY

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**RÆDWALD**  
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RATIFIED BY THE TRUST BOARD IN:  
OCTOBER 2018

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**NEXT REVIEW DATE: SEPTEMBER 2019**

## ANTI BULLYING POLICY

<b>Person responsible for this policy:</b>	Angela Ransby
<b>Policy author:</b>	Angela Ransby
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<b>CEO Signature:</b>	Angela Ransby
<b>Trust Board Signature:</b>	Roger Fern

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The Raedwald Trust is committed to providing safe, nurturing, friendly and personalised learning environments for all of our pupils to enable them to learn to the best of their abilities.

## 1. Objectives of this Policy

- The Academy Leadership Teams, teaching and support staff, visitors, pupils and parents will have an understanding of what bullying is.
- The Academy Leadership Teams, teaching, non-teaching staff and visitors will know and understand what the Raedwald Trust policy is on bullying, and the procedures to follow when bullying is reported.
- All pupils and parents will understand what the Raedwald Trust policy is on bullying, what they should do if bullying arises, and how it will be dealt with

## 2. What Is Bullying?

Bullying is defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally

Bullying is the use of aggression with the intention of hurting another person. This includes both physical and emotional bullying. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Religious - related to religious beliefs and practices
- Cultural - related to cultural beliefs and practices
- Cyber – Use of information and communications technology, such as social media mobile phones and associated technology including spreading and editing of images without permission
- Due to SEN or disabilities
- Related to appearance of health conditions
- Related to home circumstances
- Due to disagreement and difference.

## 3. Signs and Symptoms

A young person may indicate by signs or changes in behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a young person changes their behaviour in the following ways:

- is frightened of walking to or from outreach teaching locations
- doesn't want to go on the public bus
- changes his/her usual routine

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- has changes in moods
  - is unwilling to go to a community teaching location or school
  - begins to not attend teaching sessions
  - runs away
  - says he/she is feeling unwell e.g. stomach aches
  - becomes withdrawn, anxious, or lacking in confidence
  - starts stammering
  - attempts or threatens suicide
  - cries themselves to sleep at night or has nightmares
  - feels ill in the morning
  - begins to do poorly in academic work
  - has possessions which are damaged or " go missing"
  - asks for money or starts stealing money
  - has monies continually "lost"
  - 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 and jumpy when a message is received or is constantly checking messages

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

#### **4. Procedures**

1. Pupils will be encouraged to report bullying incidents to staff. All pupils have a trusted adult that they can go to if they have any issues.
2. Pupil bystanders will be encouraged and supported to report any incidents of bullying that they have witnessed.
3. In cases of serious bullying, the incidents will be recorded by staff as a safeguarding cause for concern.
4. In all cases, parents of both parties and home schools will be informed and the problem will be discussed (separately or together as appropriate).
5. If necessary and appropriate, police will be consulted.
6. The bullying incident will be investigated and strategies put in place to prevent it happening in the future.
7. All pupils involved in the incident (victim and perpetrator) will be provided with appropriate support if required.

The Head Teacher, with the Head of School, will be responsible for co-ordinating all the reported incidents and analysing any emerging patterns. They will report to the Trust Head Teacher Executive Group and CEO, and feedback to staff any action points arising to implement to improve practice.

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## 5. Prevention

Measures that will be taken to prevent bullying within the Raedwald Trust include:

- Teaching about bullying as part of our Personal Development Curriculum (PSHE) programme
- participating in activities during anti-bullying week
- involving pupils in drawing up the anti-bullying charter for the Raedwald Trust
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying
- making up role-plays
- having discussions about bullying and why it matters in Personal Development Curriculum (PSHE) sessions
- provision of activities to build resilience, self-confidence and self esteem
- pupil awareness raising sessions on inappropriate use of the internet for bullying e.g. cyberbullying, sexting and how to deal with incidents
- advice for parents on inappropriate use of the internet for bullying e.g. cyberbullying, sexting and how to deal with incidents, published on our school website
- involving staff in anti-bullying training activities including how to advise children and young people to stay safe online.

## 6. Help Organisations

Childline	0800 1111 <a href="http://www.childline.org.uk">www.childline.org.uk</a>
Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

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## APPENDIX 1 – CYBERBULLYING POLICY

Young people have fully embraced the use of information and communication technologies for a variety of activities, including to maintain contact with friends and make new ones. Activities include sending e-mails, creating their own websites, posting intimate personal news in blogs (online interactive diaries), sending text messages and images via mobile phones, messaging each other through direct messaging, using vlogs, social media and games consoles.

While most interactions are positive, these technologies can be used to harass and intimidate others. This is known as cyber bullying.

### Definition

- *Cyber bullying* is when someone is tormented, threatened, harassed, humiliated, embarrassed, or otherwise targeted by another individual using the Internet, interactive and digital technologies or mobile phones. It has to be a minor on both sides, or at least have been instigated by a minor against another minor.

- [www.stopcyberbullying.org](http://www.stopcyberbullying.org)

The Raedwald Trust is committed to developing a safe environment where the students act respectfully and positively towards each other in acceptable and non-threatening ways.

### Procedures

Staff at RT have the responsibility to ensure that:

- staff are aware of cyber bullying and are able to identify and look for signs of occurrence among the pupils.
- pupils are aware of the consequences of cyber bullying.
- a code of conduct is in use for technology, including computers and mobile phones, whilst on the school premises.
- all cases of cyber bullying are reported to the Leader of Learning in the first instance, and responded to promptly.
- incidents of cyber bullying are treated in line with safeguarding procedures.
- there is supervision of technology that is effective for monitoring and deterring cyber bullying.

Pupils at RT have a responsibility to ensure that they:

- do not participate in cyber bullying.
- do not use mobile phones, cameras or other digital devices to record audio and visual material that is not authorised as part of the curriculum program.
- do not breach the privacy of students, staff and members of the OHS community through any unauthorised recording or filming.
- do not disseminate inappropriate information through digital media or other means.
- report incidents of cyber bullying to a member of staff.
- advise other pupils being victimised by cyber bullying to talk to an adult.
- offer to speak to an adult on behalf of the student who is being victimised by cyber bullying.