RIPLEY ST THOMAS
A CHURCH OF ENGLAND ACADEMY

Anti-Bullying Policy

Originator	A Casson
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Believe.....

Anti-Bullying Policy

Statement of Intent

At Ripley St Thomas Church of England Academy we are committed to providing a caring and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying behaviour of any kind is unacceptable at our school. If bullying behaviour does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. The school disapproves of bullying behaviour in all its forms and considers it a most serious offence.

Aims of this policy

With regard to the elimination of bullying, it is the aim of Ripley St Thomas Church of England Academy, keeping with its Christian ethos:

- to provide a secure environment for the physical safety of pupils;
- to provide emotional security where every student has intrinsic worth;
- to make sure pupils have a sense of identity and affiliation (belonging);
- to instil confidence and facilitate a healthy, happy social and learning environment in and around the school.

Definition of bullying

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms for instance, cyber-bullying via text messages or the internet." *(DfE - Preventing and tackling bullying Advice for headteachers, staff and governing bodies October 2014)*

Bullying is deliberate hurtful behaviour that is repeated, often over a period of time, and where it is difficult for those being bullied to defend themselves. There are instances when it could be a one off event. Bullying is not, of course, restricted to relationships between pupils. Bullying can also be a problem in adult life and occur in the workplace. Teachers, therefore, are not immune from bullying within their professional life. Indeed, within a complex organisation, like a school, bullying may occur between any individuals, regardless of age, gender or race (see Equal Opportunity Policy).

Bullying can take many forms but three main types are:

Physical: pushing, kicking, hitting, pinching, and any other forms of violence, threats

Verbal: name-calling, sarcasm, spreading rumours, persistent teasing

Emotional: excluding (i.e. not speaking to someone), tormenting, ridicule, humiliating.

Racist: racial taunts, graffiti, gestures

Sexual: unwanted physical contact or abusive comments

Homophobic: because of, or focussing on, the issue of sexuality

Cyber: all forms of internet, such as email and internet chat room misuse. Threats from mobile devices such as messaging and calls; there is a wide variety of applications that can be used for communication. Misuse of associated technology i.e. phone camera/video.

Possible signs

Pupils who are being bullied may show the following types of behaviour. Their behaviour may change from how they were presenting previously.

- Anxious, reserved, insecure or shy
- Aggressive, argumentative, moody
- Variety of physical symptoms, headache/stomach ache, going regularly to the nurse
- Unaccountable repeated loss of money/property/bags
- Truancy or feigning illness
- Low self esteem and low self confidence
- Pupils isolated or disengaged
- Cuts, bruises, torn or ruffled clothing
- Outgoing pupils become withdrawn

It is important that the staff who know pupils well and observe these changes are alert and observant to identify anyone who if struggling as early as possible.

Procedures

As a school we should all be vigilant and responsive to bullying behaviour. Staff supervision within the school environment should be consistent (before/after school, between lessons, breaks, lunchtimes, bus queues).

Procedures for dealing with both victims and bullies should be consistent with the school's Behaviour for Learning Policy, e-Safety and Internet Acceptable Use Policy and Mobile Devices Policy.

All incidents should be reported to the relevant member of Pastoral Staff and logged in their pastoral records. Accurate records are essential so patterns and frequency can influence the decisions made about how best to intervene. Records should include details of who, where, when, what happened, what action taken, and any follow up. When an incident occur off the school site and is reported it will be investigated and acted upon and if appropriate the police will be contacted, especially if the misbehaviour could be criminal or poses a threat to a member of the public.

Awareness Raising

Work undertaken in PSHE, form time, national anti-bullying week and worship can be valuable in raising awareness of the issue and reminding that bullying behaviour is unacceptable and will not be tolerated.

Specialist organisations that can offer support.

https://www.kidscape.org.uk/

www.**anti-bullyingalliance**.org.uk/

www.**nspcc**.org.uk