



Northern Lights

LEARNING TRUST



**Ian Ramsey CE Academy
ANTI-BULLYING Policy**

Reviewed: Autumn 23

Next review: Autumn 25

Person in charge: Miss K Warner

Governance: Local Governing Body

The quality of relationships between all members of school staff and pupils, and the relationship with parents and carers is the area that is most commonly associated with the ethos of the schools in our Trust. It is expressed in the terms of sharing and caring. In the Church schools in our Trust, we follow the teachings of:

‘Love your neighbour as yourself’ – Matthew 22:39.

‘This is my commandment: love each other’ - John 15:17.

In our schools we believe every pupil is an individual who is valued for who they are. We have a series of overlapping networks of relationships, which includes governors, staff, children, parents, church members, and members of the community, which the school seeks to serve. Our pastoral work will strive to meet the significant challenge to create and maintain such networks including in our Church schools in ways which reflect the Gospel. Those who are in leadership roles, which includes all who have a particular responsibility, ensure that by their personal example they set the highest standards expected.

It is from this premise that both Christian and spiritual love will pervade all aspects of life at Northern Lights Learning Trust. It will influence how we reward and teach discipline. It will affect how we value work and the achievements of pupils and staff. It will be seen in the way in which the school environments are created and cared for, in the way in which the needs of pupils, parents, and community are met, and in the way in which teaching and non-teaching staff work together effectively as a team. Pastoral care pervades all aspects of school life and therefore will be reflected in the way the schools are organised and the policies are written and implemented.

Rationale

Every member of the community of each Trust academy has the right to learn and to realise his or her true potential in all aspects of school life free from humiliation, intimidation, and abuse. Each Trust academy is an anti-bullying academy, meaning that we do not tolerate any form of bullying and all incidents of bullying are taken very seriously. We are committed to providing a climate of security which is caring, positive and safe, ensuring that all students in our care feel happy and therefore thrive academically, socially, and emotionally within a Christian learning environment.

Aims

Our anti-bullying policy aims to develop within our community the concept of 'Christian love', thinking of others before ourselves, while instilling and reinforcing our seven core values.

Respect: To respond to the feelings, wishes, rights and traditions of others, and behave appropriately.

Forgiveness: To recognise that all of us make mistakes and that we must be able to learn from and move on from these.

Integrity: To be honest and truthful to us and others, to say what we mean and do what we say.

Compassion: To be concerned for others who are in difficulty and who are hurting, and to care for those around us.

Courage: To do what is right, even though it might be difficult or frightening, to face our fears and to find ways of overcoming them.

Service: To work for the good of the school and for local, national, and global communities, supporting and helping in whatever way we can.

Responsibility: To accept responsibility for our thoughts, words, and actions.

In addition, this policy aims to:

- Demonstrate that as a school we will not tolerate bullying.
- Give clear guidelines to students, staff, and parents/carers.
- Provide clear procedures for acting on any report of bullying.
- Create a climate of openness, support, and mutual respect.
- Enable staff to maintain a consistent approach.

Ian Ramsey Academy Statement of Policy

Although bullying at Ian Ramsey Academy is rare, bullying can occur in schools and many other areas of society. Ian Ramsey believes that bullying and prejudice related incidents, whether between child and child, or adult and adult, are inappropriate social interactions which can have long-term damaging effects upon both the victim and the perpetrator. We do not tolerate bullying of any kind at Ian Ramsey Academy, we believe that the children have the right to feel happy, safe, and included to work in a secure and safe environment where learning can take place without any harassment, intimidation, or fear.

This Policy has been drawn up by the whole school's community and we are committed to develop an anti-bullying culture whereby no bullying will be tolerated.

Statement of Intent

The Equality Act 2010

A key provision in The Equality Act 2010 is the Public Sector Equality Duty (PSED), which came into force on 5 April 2011 and covers Protected Characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

The duty requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Act.
- advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- foster good relations between people who share a protected characteristic and people who do not share it.

In addition to the duties in relation to students with disabilities under the Equality Act, schools also have duties under Part 3 of the Children and Families Act 2014 to ensure that students with special educational needs engage in the activities of the school together with children who do not have special educational needs.

Ian Ramsey CE Academy acknowledges the effects bullying can have on a pupil's self-esteem and their work. We therefore do all we can to prevent bullying by developing a school ethos in which bullying is regarded as unacceptable. The purpose of this policy is to produce a consistent academy response to any bullying incidents that may occur.

All members of the academy, staff, students, and parents should understand what bullying is and what the academy's procedures are for responding to bullying.

As a school we believe that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength and not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- We all have a responsibility to ensure that we do not abuse or bully others.
- Children and young people should talk to an adult if they are worried about bullying, and they have a right to expect that their concerns will be listened to and treated seriously.
- Children and young people should be involved in decision-making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
- We tackle bullying best by encouraging an environment where individuality is celebrated and can develop without fear.

As a school, to keep in line with the Anti-Bullying Quality Mark (ABQM), the school ensures that each of the following topics has been reviewed and implemented:

- Governance
- Whole School Policy

- Active pupil involvement
- Curriculum
- E-Safety
- Leadership
- Parent involvement
- Regard for vulnerable pupils
- Staff involvement
- Whole School strategic development

Evidence is available from Kara Warner, Anti-Bullying Lead

Objectives and principles of the policy

We consistently seek to challenge bullying behaviour and attempt to eliminate events of bullying.

1. To raise whole school awareness of the fact that bullying is an unacceptable feature of life at the school and will not be tolerated.
2. To reduce the number and frequency of incidents of bullying.
3. To develop a better understanding of the problems associated with bullying through PD, tutor time activities, the anti-bullying ambassadors and work covered across the curriculum.
4. To empower an individual to feel confident in reporting bullying behaviour through the appropriate channels.
5. To make pupils aware of confidential sources where they may go for help and advice.
6. To monitor and record details of those bullies whose behaviour has been successfully modified because of the policy.

Expectations

The Northern Lights Learning Trust is very proactive. As an academy we do the following to ensure that children feel safe and anti-bullying is openly discussed:

Aims

1. To ensure that Ian Ramsey CE Academy provides a safe and positive environment in which young people can develop and grow, making full use of the range of opportunities available to them.
2. To provide an environment where students, and the adults working with them, are entitled to be treated with respect and understanding.
3. To develop a school culture in which bullying is not tolerated in any form and is immediately reported by all members of the school community to the appropriate authority.
4. To encourage staff to be vigilant and to act promptly and firmly to deal with all forms of bullying.

What is bullying?

Bullying behaviour can be defined as:

‘Repeated behaviour to seek to harm, intimidate, or coerce someone perceived as vulnerable.’

These types of bullying can be identified as but is not exclusive to:

- Verbal: name-calling, insulting, indirect bullying through spreading stories about someone, threats, making fun of someone's size, shape, appearance.
- Indirect (also known as emotional): excluding from a group, tormenting, ridiculing, humiliating.
- Physical: hitting, punching, pinching, kicking, damaging, or taking someone's belongings.
- Racist: racial taunts, gestures, making fun of someone's religion.
- Sexual: unwanted physical contact, sexually abusive or sexist comments.
- Ability based: because of learning ability or physical ability.
- Prejudice-based: asylum seekers and refugees, body image, homophobia, transgender, Looked After Children, Religion And beliefs or disabilities, Social and economic prejudice and Equality and diversity prejudice.
- Online bullying

What Bullying Is Not

Bullying is not an odd occasional falling out with friends, occasional name-calling, arguments, or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. We aim to support pupils in dealing with friendship breakdowns and develop strategies to repair relationships. However, the academy takes all incidents that compromise the safety and well-being of pupils seriously.

Vulnerable groups

At Ian Ramsey CE Academy, we acknowledge that some groups of pupils may be more vulnerable to bullying than others. Pupils with SEND (Special Education Needs and Disabilities), who have a different faith, religion, or skin colour, or those with families who have a lower socio-economic status (relative to the community or nationally), may be more likely to experience bullying. Therefore, as a school, it is our priority to ensure measures are put in place to educate pupils to deter this from happening. Such measures include workshops promoting inclusiveness, tolerance and respect, PS lessons and break and lunchtime to periods to allow for social development and friendship development and conflict resolution.

Cyberbullying

The widespread access to technology has provided a new way for cyberbullying, which can occur in or outside school. (Social media sites, text messaging, photo apps, email and through games consoles, mobile technologies, and PC's). Online bullying is a can happen at all times of the day and can be distressing for the victim.

Digitally sending or posting a picture or video that hurts someone else or humiliates is bullying. We are aware of the potential for pupils to be radicalised via the internet, and remain vigilant, reporting any concerns appropriately. Bullying of this sort can be a criminal offence.

If the nature of the online messages is concerning, please refer to the Child-on-Child Abuse Policy.

Strategies for dealing with Cyberbullying:

- Report any incidents immediately to a trusted adult. (Save all key information to show them – Do not delete anything you feel needs to be shared).

- Social networking sites have buttons that enable blocking from certain people and places.
- Most social networking sites have buttons to report abuse.
- Keep yourself safe by not responding to negative abuse and by being careful who you share your information with.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to suffer from bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving. Whenever the opportunity arises, it must be made profoundly clear that bullying will not be tolerated at Ian Ramsey CE Academy. We are committed to providing a caring, friendly, and safe environment for all students so that they can grow and learn in a relaxed and safe setting.

Tackling bullying is the responsibility of all members of the academy community.

We tackle bullying as an issue because we are an effective, caring academy and we believe that: Bullying makes people unhappy and leads to low self-esteem.

Students who are being bullied are unlikely to concentrate fully on their schoolwork. Some students avoid being bullied by not attending school.

Students who observe unchallenged bullying behaviour may copy this anti-social behaviour. We wish to build the self-esteem of all students, especially bullies and victims. A student may indicate by signs, words, or behaviour that he or she is being bullied. To those who know the student, this may simply be a feeling that 'things aren't quite right'.

Raising Awareness and Preventing Bullying

The Northern Lights Learning Trust is very proactive. As an academy we do the following to ensure that children feel safe and anti-bullying is openly discussed:

- Collective worships
- Year Group Specific worships
- PD program – including the awareness of British Values
- Parents' evenings
- General Class/Pupil management
- Our Code of behaviour – three simple rules: 'Ready, Respectful, Safe'
- Behaviour policy
- Home/school links
- Anti-bullying week and events
- Advertising around the school
- Anti-bullying lead and Anti-bullying Ambassadors
- Princess Diana Bronze Award for Anti-bullying
- Staff are visible during unstructured times, such as break and lunch
- Ensure that staff act as good role models
- School counselling support
- Raise mental health and wellbeing awareness
- Parental training sessions

Ian Ramsey CE Academy and the Northern Lights Learning Trust expect that:

- All members of our community are alert for the signs of bullying and prejudice related incidents.
- The issue of bullying should be discussed openly and regularly.
- Strong education programs are embedded in the curriculum to ensure that pupils and staff understand the mechanisms for reporting incidents.
- Close links should be developed and strengthened with our external agencies which might help reduce bullying behaviour.
- Members of our community should be committed to taking effective and appropriate action in dealing with bullying and prejudice related incidents.
- Appropriate mechanisms are in place to support victims and investigate incidents
- Appropriate counselling, training, and support to re-educate perpetrators where needed.

Strategies for Dealing with Bullying:

- Create an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Consider all opportunities for addressing bullying in all forms through the curriculum and a range of approaches; workshops, displays, peer support and the school's pupil voice.
- Provide support for victims of bullying, as well as bullies.
- Offering high level of adult supervision both inside and outside of the school building.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Raise mental health and wellbeing awareness.
- Training provided for Ambassadors.
- All incidents reported through the form tutor, in the first instance, then the pastoral/Safeguarding team.
- Clear reporting methods for staff, pupils, and parents/carers.

Staff procedures for reporting bullying

1. Keep detailed records of reported incidents of serious and repetitive bullying.
2. Add to individual pupil records details of bullying and include the action taken.
3. Develop home/school links to support those families which are affected by bullying at school.
4. Log and highlight all bullying incidents via CPOMS.
5. Sanctions and support for bullies which, depending upon each case, could result in one or more of the following (see staged approach Appendix 1):
 - Withdrawal of privileges.
 - School detention.
 - Parents to be contacted by phone &/or letter.
 - Exclusion room
 - Liaison with outside agencies.
 - Counselling
 - Sessions with the pastoral support team in school
 - Restorative Justice meeting
 - In the most serious cases, suspension

Pupil procedures for reporting bullying:

- Talk to an adult that you trust and take a friend with you if it helps. Alternatively, talk to an anti-bullying ambassador.
- Do not listen to the bully when they say that you will be in trouble if you talk to someone. You are not doing anything wrong – they are.
- What you say will be passed to your Head of Year and dealt with quickly and confidentially. You will be taken seriously. Talk to a trained Anti-Bullying Ambassador/Peer Mentor.

Parent procedures for reporting bullying:

- Ensure you are aware of the school procedures.
- Look out for any concerns or unusual behaviour in your child.
- Communicate any concerns to a member of your child's Pastoral Team in a timely manner.
- Refrain from advising your child to retaliate as this will only make the situation worse. Leave the initial investigation to the academy.

Roles of the Teachers/Staff at Ian Ramsey CE School:

- Support and deliver a peer support system to provide our young people with a voice and initiatives to act against bullying.
- Enable young pupils to create emotionally healthy relationships founded on concern for others and empathy for other people's feelings.
- Believe in preventing bullying in school before it happens, rather than solely dealing with its consequences.
- Abide by the school's Anti-Bullying Policy.
- To report any incidents of bullying whether it is over-heard, witnessed or directed at them.
- Support the schools peer support systems (Anti Bullying Ambassadors).

Role of the Anti-Bullying Lead:

- Support and deliver a peer support system to provide our young people with a voice and initiatives to act against bullying.
- Strives to provide other young people with the confidence and ideas to lead their school's anti-bullying work, to enabling them to create emotionally healthy relationships founded on concern for others and empathy for other people's feelings.
- Provide ideas and support to change the way the whole school approaches and perceives bullying.
- Believe in preventing bullying in school before it happens, rather than solely dealing with its consequences.
- To empower young people and staff members by providing knowledge of what bullying is and how to tackle it.
- Driving this key role within the pastoral team, ensuring a reduction of bullying incidents within the school and its community.
- Leading the school to achieving the Anti-Bullying Quality Mark, UK.
- Raising pupil, staff and our community's awareness of the school stance and expectations of anti-bullying, in the form of tutor time activities/competitions, assemblies, anti-bullying week, staff bulletin, newsletters, presenter screens, school website and social media.
- Promoting and managing the Anti-Bullying phone line and text message service.
- Leading anti-bullying drop-in sessions and during pupils' non-timetable time.

- Leading anti-bullying peer mentors/ambassadors, coordinating pupil training and timetabling peer to peer sessions.
- Coordinating an anti-bullying presence within community events such as Open Evening.
- Managing and analysing bullying, racist, and homophobic incidence logs, identifying and communicating trends with the pastoral team.
- Preparing anti-bullying reports (including logs and data) for the senior leadership team and Governors.
- Liaising with the Pupil Voice and responding to issues raised.
- Maintaining and updating whole school anti-bullying policies and website.

Role of the SLT Lead in regard to Anti-Bullying:

- Support the Anti-bullying Lead with the Anti bullying Action Plan for the school.
- Support in leading the school to achieving the Anti-Bullying Quality Mark, UK.
- Promoting the Anti-Bullying reporting methods.
- Promoting the Anti-Bullying work in Governor reports.
- Promoting the Anti-Bullying work in SLT Meetings.
- Support the pastoral team where necessary in parent/carers meetings.
- Support and deliver a peer support system to provide our young people with a voice and initiatives to act against bullying.
- Enable young pupils to create emotionally healthy relationships founded on concern for others and empathy for other people's feelings.
- Believe in preventing bullying in school before it happens, rather than solely dealing with its consequences.
- Support the schools peer support systems (Anti Bullying Ambassadors).

Role of the Directors in Regard to Anti-Bullying;

- Support the Anti-bullying Lead with the Anti bullying Action Plan for the school.
- Review the Anti-Bullying Policy with the Anti-Bullying led to ensure all areas are covered in regards to Anti-Bullying.
- Approve the Anti Bullying policy every three years.
- Support the schools peer support systems (Anti Bullying Ambassadors).

Important websites and online resources

If you do not want to speak to someone you know but need help and advice, you can:

- Ring Childline free and confidentially on Tel: 0800 1111
- Contact the school via the 'Contact us' page to email us.
- Contact Connexions - Speak to an adviser free and confidentially by phone, Tel 080800 13 219, by Email, text, online web chat or mini-com by visiting www.connexions-direct.com

Websites offering help and advice:

- www.anti-bullyingalliance.org.uk
- www.kidscape.org.uk/
- www.childline.org.uk/
- www.dfes.gov.uk/bullying/
- www.need2know.co.uk/beatbullying/
- www.connexions-direct.com
- www.nspcc.org.uk

- www.stoptextbully.com
- www.beyondbullying.com/
- www.bbclic.com/
- www.diana-award.org.uk/anti-bullying/
- www.bullying.co.uk
- [Mental Health Support through Kooth](#)

Complaints

Parents and carers are always able to talk to someone regarding their child's safety, their first point of contact should be the child's Form Tutor, Pastoral Manager or Head of Year.

Should a parent feel dissatisfied with any response to an issue of bullying, complaints should be directed to Assistant Head-Teacher Pastoral in the first instance or the SENDCO should the child have Special Education Needs.

If a parent continues to feel that their complaint has not been adequately addressed, please refer to the school's complaints policy found on the Web Site.

Other documents to consider:

- The Ian Ramsey CE Academy Behaviour and Discipline Policy
- The Ian Ramsey CE Academy Child on Child Abuse Policy
- The Ian Ramsey CE Academy Child Protection Policy

Appendix 1 Staged response

Professional judgement should be used to decide on the most appropriate point on the scale of action to commence with. The levels are in increasing order of severity:

| | |
|----------------|--|
| Level 1 | <p>Pastoral staff interview all concerned about their involvement and a record of interview sheet is completed.</p> <p>The incident is recorded on CPOMS file of the pupils involved.</p> <p>Pupils are asked to empathise with the feelings of the victim and suggest appropriate action.</p> <p>The alleged bullies are warned of the progression of sanctions which can be taken should the bullying persist.</p> <p>Parents will be contacted.</p> |
| Level 2 | <p>Pastoral staff interview all concerned about their involvement and a record of interview sheet is completed.</p> <p>The incident is recorded on the CPOMS file of the pupils involved.</p> <p>Parents are notified and may be asked to come in.</p> <p>A detention/ or depending on severity internal exclusion is given; together with a warning of the progression of sanctions which can be taken should the bullying persist.</p> |
| Level 3 | <p>Pastoral staff interview all concerned about their involvement and a record of interview sheet is completed.</p> <p>The incident is recorded on the CPOMS file of the pupils involved.</p> <p>Parents are notified and asked to come in and the pupil maybe suspended, or internally isolated from School.</p> |
| Level 4 | <p>Bullying persists or is of such a serious nature that a charge of assault may be considered or the effect on the victim is so devastating that the school would suggest suspension/withdrawal of the pupil.</p> <p>Note that, in all cases appropriate support is also given to all parties involved in the incident as part of a behaviour management strategy. In some cases, external agencies (such as the police / children's social care) maybe informed.</p> |

Appendix 2 – Summary of what to do if a pupil is being bullied

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|---------------|--|
| Pupil | <ul style="list-style-type: none"> • Talk to an adult that you trust and take a friend with you if it helps. • Do not listen to the bully when they say that you will be in trouble if you talk to someone. You are not doing anything wrong – they are. • What you say will be passed to your Head of Year and dealt with quickly and confidentially. You will be taken seriously. Talk to a trained Anti-Bullying Ambassador. |
| Parent | <ul style="list-style-type: none"> • Ensure you are aware of the school procedures. • Look out for any concerns or unusual behaviour in your child. • Communicate any concerns to a member of your child's Pastoral Team in a timely manner. • Refrain from advising your child to retaliate as this will only make the situation worse. Leave the initial investigation to the academy. |
| Staff | <ul style="list-style-type: none"> • Be vigilant and watch for early signs of bullying. • Listen carefully to reports of bullying and reassure pupils that telling someone is not a sign of weakness. • Offer immediate support and help and use professional judgement to assess the nature and seriousness of the incident. • Report all incidents and notify the HOY/Pastoral Manager and Kara Warner (Anti-bullying lead) as well as any other staff involved. • Pastoral managers/ The Head of Year will then liaise with all concerned and obtain written statements from: the victim/the bully/any witnesses including whoever first reported the incident. (Record all statements on CPOMS) |