



# **DAYSPRING TRUST**

**Ian Ramsey CE Academy**

## **Anti-bullying Policy**

Ratified by: Executive Headteacher

Date of review: September 2020

Date of next review: September 2023

The Dayspring Trust aims to serve its community by providing an education of the highest quality within the context of Christian faith and practice. It encourages an understanding of the meaning and significance of faith, and promotes Christian values through the experience it offers to all its pupils. We believe that our Christian values spring from the two great commandments, 'Love God and love your neighbor'. We seek to live this out through the power of the Holy Spirit. St Paul reminds us in Galatians 5.22-23 that the fruit of the Spirit is "Love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control". These are also underpinned by the Old Testament injunction to "Do justly, love mercy and walk humbly with our God" Micah 6.8. These values rooted in the Christian Faith come as a package and we aim to embed them in the life of our academies in a worked out way. We recognise that at times we may highlight particular values to bring them into greater prominence within our academies and these are currently the five values of Forgiveness, Hope, Joy, Perseverance and Wisdom. We believe these values to be in accordance with British values springing from our Judeo-Christian roots. Collective worship will play a major and vital part in assisting with this process of embedding these values in the life of our academies.

The Multi Academy Trust Members and Directors are aware of their responsibilities in law and are committed to the provision of an excellent education within its academies in accordance with our Anglican foundation. This is embraced in our Dayspring Trust vision statement:

- **Forge a supportive and challenging family of academies**
- **Provide excellent education within a strong Christian community**
- **Resource our pupils for wise and generous living**

In addition, each academy also has its own distinctive mission statement, flowing out from the vision statement of the Dayspring Trust.

**At Ian Ramsey CE Academy:**

"Together to learn, to grow, to serve."

This is embodied in scripture:

*'Each of you should use whatever gifts you have received to serve others, as faithful stewards of God's grace in various forms.'* 1. Peter 4.10

**At Venerable Bede CE Academy:**

"Soar to the heights together"

This is embodied in scripture:

*'But those who hope in the Lord will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint.'* Isaiah 40:31

This policy has been developed to take into consideration our ethos as well as local and national policy and guidance.

## DAYSRING TRUST ANTI-BULLYING POLICY

*“Everyone is an insider, there are no outsiders – whatever their beliefs, whatever their colour, gender or sexuality” – Archbishop Desmond Tutu*

### 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 where every member of our school is equally valued, “treated in a way that accepts that we are individuals and have separate needs” and are “provided with a safe environment to learn and to teach”

### THE PURPOSE OF OUR ANTI-BULLYING POLICY

The purpose of our anti-bullying policy is to develop within our community the concept of ‘Christian love’, thinking of others before ourselves, while instilling and reinforcing our core values.

**Joy** – To enjoy our time in school and with us

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

**Wisdom** – To be honest and truthful to ourselves and others, to say what we mean and do what we say. To be concerned for others who are in difficulty and who are hurting, and to care for those around us

**Perseverance** – To do what is right, even though it might be difficult or frightening, to face our fears and to find ways of overcoming them to work for the good of the school and for local, national and global communities.

**Hope** – To believe that doing what is right and maintaining positive relationships enables the community to be a better place for all.

### 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.
- Enable the governing body to respond to recent legislation and best guidance in the field of equality of opportunity.
- Create a climate of openness, support and mutual respect
- Enable staff to maintain a consistent approach in response to reports of incidents of bullying.

## STATEMENT OF POLICY

Ian Ramsey CE Academy believes that bullying and prejudice related incidents, whether between child and child, adult 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 are committed to implementing the requirements of the equality Act (2010), which covers seven “protected characteristics”:

- Disability
- Race
- Pregnancy and maternity
- Race (Ethnicity)
- Religion or belief
- Sex
- Sexual orientation (including incidents of; biphobic, transphobic and homophobic language)

The emotional distress caused by a bullying and/or prejudice related incident in whatever form, can lead to lateness and concerns with attendance, thereby leading to the inevitable lack of achievement and development of a student.

Bullying is usually part of a pattern of behaviour rather than an isolated incident. We are aware of this and our students are encouraged to report any bullying to the school designated Anti-bullying Coordinator, their Form Tutor, Pastoral Manager, Head of Year, Assistant Head teacher for Pastoral or any trusted adult.

All staff will be alert to the signs of bullying and alleged bullying incidents and act promptly and firmly. We are more than aware that students see failure to respond to incidents or allegations as tolerating bullying.

Bullying incidents will be coordinated and logged by the pastoral team. At all stage’s documentation must be clear and confidential and filed by the appropriate Head of Year and or pastoral manager onto CPOMS, where a record is maintained as our bullying log.

When an incident or an alleged incident is observed or reported, the victim must be listened to in an appropriate setting where every effort will be made to establish the facts. An outline of the facts must be carefully recorded on a formal bullying record.

The member of staff involved must pass on the record of the incident to the appropriate Pastoral Manager, Head of Year and the Anti-bullying coordinator as soon as possible after the event.

The Pastoral Manager, Head of Year should interview the individuals involved and allow them to provide an independent written account of the incident.

If it is agreed that bullying has occurred, then the parents must be informed of the serious nature of the offence. In serious cases, exclusion is the required sanction. This course of action will only take place when all the facts have been established and discussed by the Deputy Head Teacher Pupil Welfare and the Assistant Head Teacher along with the Pastoral Support Team.

Ian Ramsey CE Academy recognises that the ethos and atmosphere of the academy can affect the amount of bullying that occurs. In developing our whole school policy on bullying and prejudice related incidents we are aware of the importance of the following:

- Encouraging a listening, telling and believing environment where the concerns of the individual are taken seriously and dealt with appropriately;
- Encouraging the view of the academy as a community where each individual has an important and valued role to play
- Promoting and encouraging mutual respect
- Adults providing good roles models of behavior for students
- Consistent use of clearly defined procedures for dealing with any inappropriate behavior;
- Providing a positive learning and teaching environment and appropriate curriculum for all students.

## **AIMS**

Ian Ramsey CE Academy seeks to provide a safe and positive environment in which young people can develop and grow, making full use of the range of opportunities available to them.

Students and the adults working with them are entitled to be treated with respect and understanding. They should be able to participate in any activity free from intimidation, bullying and harassment. This may include; Cyber bullying, bullying related to SEND, sexual orientation, sex, race, religion and belief or gender, including homophobic, biphobic and transphobic bullying.

Ian Ramsey CE Academy will;

Actively listen to our students,

Act appropriately on information received.

## **IAN RAMSEY CE ACADEMY'S DEFINITION OF BULLYING**

Bullying is defined as:

“Repeated negative behavior that is intended to make others feel upset, uncomfortable or unsafe”

Prejudice related incidents are one off incidents related to a protected characteristic, which may or may not be directed at an individual. They may or may not be carried out with the intention to harm or cause offence.

Central to the definition of bullying are the extent and motivation of the perpetrators, which will primarily be to exert power over another in order to cause distress. They often operate behind a “wall of fear” and therefore can easily escape detection if bullying is not reported. Therefore, we must create a culture arising out of a listening and reporting ethos, within a safe environment.

Intrinsic to all this is educating our students about bullying. Young people often say, “it was a joke”, not knowing or realising the impact that their behavior has on another student.

Bullying (including prejudice related bullying) can take many forms including; Name calling, threatening,

humiliation, playing tricks and pranks, spitting, hitting, pushing, jostling and “accidentally” bumping into someone, damaging or taking belongings, malicious messages via text and e-communication generally (Facebook, Instagram, Snapchat), alienation or spreading hurtful or untrue rumors.

These behaviours can be verbal and non-verbal; involving body language, gesture and facial expression. Non-verbal behaviours can be as hurtful and intimidating as those that involve abusive language and must be recorded.

As an academy we like to use the “VIP” acronym when talking about the types of behaviours associated with bullying:

- **Verbal**
- **Indirect**
- **Physical**

In the case of any prejudice related incident, it is always important to not only focus on what has been done, either intentionally or unintentionally, but also to focus on the impact it has had and the impression it has made on an individual or group.

#### **Objectives and Principles of the policy**

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

Our students are regularly encouraged to share their views and tell someone if there is a problem. Parents are also encouraged to contact us at any time if they think there is a bullying problem.

At Ian Ramsey CE Academy we ensure that all students have somebody they trust to talk to. Students are encouraged to tell the truth and help each other and this ethos is prominent in PD, Antibullying Ambassadors, through work with the anti-bullying group, as well as subjects across the curriculum. Support staff are available to address bullying concerns and the school has a designated anti-bullying coordinator and dedicated pastoral team.

We endeavor to address all of the following issues in an attempt to tackle bullying effectively:

- Bullying of a physical nature will not be tolerated
- Cyber bullying or inappropriate use of social media of any nature will not be tolerated
- Bullying of a sexual nature, including sexual harassment will not be tolerated. (PD work is implemented in order to foster appropriate and responsible behaviour and deter offensive behaviour)
- Homophobic abuse, harassment and bullying (e.g. name calling, derogatory jokes, graffiti, unacceptable or unwanted behaviour, and intrusive questions) will not be tolerated and will be dealt with under the appropriate procedure.
- Bullying of a verbal or psychological nature will not be tolerated.

## **EXPECTATIONS**

### **Raising awareness**

The Dayspring Trust are 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 Silver Award for Anti-bullying
- School counselling support
- Students Council
- Parental training sessions.

### **Ian Ramsey CE Academy and the Dayspring 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.

### **Procedures**

All members of our community are entitled to work in an environment that meets their individual needs and develops them to their full potential.

All members of our community are entitled to full access to a broad and balanced curriculum that reflects our ethos and values and celebrates diversity within the academy and within society locally, regionally, nationally and internationally.

**All** of the students at Ian Ramsey CE Academy have the right to enjoy school life to the fullest possible extent, and have equality of access to the curriculum in order to benefit from the education we offer. Consequently, we will endeavor to create a learning environment which is safe and caring; provides

challenges, without being threatening, encourages students to feel secure, values their opinions and involves them, where appropriate, in the determining of school rules and policy; showing an awareness of their needs and attempt at all times to meet them.

When one of our students claims to have been bullied or is suspected of being bullied, he/she will be listened to and every effort will be made to establish the facts.

Appropriate action will be taken to address the pupil's concerns to ensure that there is no recurrence. The subsequent action taken will be made clear to the pupil and parents. The perpetrator can also expect to go through a similar procedure.

## **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.

In the event that 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.

## **SIGNS TO LOOK OUT FOR**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child exhibits any of the following signs:

- **A change in attendance pattern.** The pupil may indicate a reluctance and fear of travelling to school or being present in an environment which is threatening to them.
- **A notable variation in the quality of work produced and work patterns.**
- **Lower levels of concentration.** The student seems unsettled
- **Inappropriate behaviour.** The student behaves immaturely with a negative tone
- **Changes in behaviour** such as becoming withdrawn, quiet, moody and uncooperative or anxious and lacking in confidence
- **Requests to seek medical attention** or feigns illness
- **Acts over-emotionally** and may cry easily
- **Requires money more frequently**
- **May exhibit cuts, bruises and pain** without a reasonable explanation
- **A change in eating patterns.** The student may refuse to eat, or binge eat

- **Leaving clubs** or previously enjoyed activities
- **Starts stammering**
- **Comes home** with clothes torn or books damaged
- **Becomes** aggressive, disruptive or unreasonable
- **Is bullying** other children or siblings
- **Is afraid** to use the internet or mobile phone
- **Is nervous** or jumpy when a cyber-message is received.

## HOW DO WE TACKLE BULLYING?

### GUIDELINES FOR PUPILS

What to do if you think you are being bullied. You can use any one, a few or all of these tactics:

- **Responsibility** - Stay with groups of people;
- **Integrity** - Talk to your friends about it and say 'no' to the bully;
- **Responsibility** - Only go into places where bullying happens if you have some friends or an adult near you.
- **Responsibility** - Refer to the anti-bullying guidelines on the Antibullying notice board and on the academy website;
- **Have courage** - Tell a teacher;
- **Have courage** - Tell a parent/carer;
- **Have courage** - Tell any other adult you trust;
- **Responsibility** - Talk to one of the Anti-bullying Amassadors who will help you to overcome your concerns during lunchtime.
- **Have courage** - If the bullying continues, report, report, report! If the action taken in the first instance hasn't worked, rest assured, another form of action will be taken until the issue is resolved;
- **Compassion** - Tell someone if you know that someone else is being bullied;
- **Have courage** - Try not to show you are upset, which is difficult;
- **Have courage** - Try to appear confident;

- **Have courage** - If you feel threatened walk away and report the incident
- **Respect yourself** - If you are different in some way be proud of it! It is good to be an individual;
- **Respect yourself** - Tell yourself you don't deserve to be bullied;

## **GUIDELINES FOR PARENTS/CARERS**

**If your child reports to you that he/she is being bullied, we suggest the following action:**

- Talk with your child about his/her experiences
- Make a note of what your child says and reinforce any of the above advice for students
- Reassure your child that he/she has done the right thing by reporting it
- Encourage your child to tell a teacher, if not, contact your child's Tutor, Head of Year or Pastoral Manager

## **IMPORTANT WEBSITES AND ORGANISATIONS OFFERING HELP AND SUPPORT**

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 [ibb@ianramsey.org.uk](mailto:ibb@ianramsey.org.uk) email
- 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](http://www.connexions-direct.com)

### **Websites offering help and advice:**

- [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- [www.kidscape.org.uk/](http://www.kidscape.org.uk/)
- [www.childline.org.uk/](http://www.childline.org.uk/)
- [www.dfes.gov.uk/bullying/](http://www.dfes.gov.uk/bullying/)
- [www.need2know.co.uk/beatbullying/](http://www.need2know.co.uk/beatbullying/)
- [www.connexions-direct.com](http://www.connexions-direct.com)
- [www.nspcc.org.uk](http://www.nspcc.org.uk)
- [www.stoptextbully.com](http://www.stoptextbully.com)
- [www.beyondbullying.com/](http://www.beyondbullying.com/)
- [www.bbcllc.com/](http://www.bbcllc.com/)
- [www.diana-award.org.uk/anti-bullying/](http://www.diana-award.org.uk/anti-bullying/)
- [www.bullying.co.uk](http://www.bullying.co.uk)
- [Mental Health Support through Kooth](#)