



Developing Trust, Inspiring Hope, Building Success, Shaping the Future

Rawlins

Anti-Bullying Policy

Rawlins, as a Church of England Academy, has at its heart a distinctive Christian ethos. Based on our Christian foundation and values we seek to promote a culture of developing every person and therefore every school policy is written from this perspective. With a commitment to learning and maturing in the context of the school vision, we lay particular emphasis on the Christian values of compassion, wisdom and endurance for both individuals and as a school community.

Position: Chair of the Local Governing
Committee

Date: September 2024

Reviewed/Approved	September 2024
Next Review	September 2026
Approval By	Board
Review Frequency	2 years

Anti-Bullying Policy

This policy is written with reference to "Prevent and Tackling Bullying", DFE 2017

Rawlins is a supportive, caring and safe environment where all members of our school community are free from fear of being bullied. All forms of bullying are unacceptable. If bullying does occur, all members of the Rawlins Academy community should feel confident that there are trusted adults they can report incidents to and that all incidents will be dealt with promptly and effectively.

Principles

- Mutual respect is a clear expectation for all who work and learn at Rawlins;
- Bullying, including the bullying of staff members whether by students, parents or other staff, is always serious and can have a devastating impact upon the victim's learning, wellbeing and health;
- Targets of bullying must feel confident that they will be listened to and that appropriate, sensitive action will be taken;
- The aim of intervention is to stop the bullying, prevent it from re-occurring and ensure that good relationships are restored and maintained;
- Students and staff must know that there are always several adults to whom they can go for help;
- The target of bullying must trust the person in whom he/she is confiding;
- Clear lines of communication are essential.

Our stance on bullying directly links to our mission statement: ***Act wisely and make the most of every opportunity.***

Our values of ***compassion, wisdom and endurance*** also promote our anti-bullying message.

What is Bullying?

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting, and threatening gestures;
- Physical – pushing, kicking, hitting, punching or any use of violence;
- Verbal – name-calling, sarcasm, spreading rumours, teasing;
- Cyber – all areas of internet, such as email, instant messaging and internet chat room misuse. It can also include mobile threats by text messaging/phone call, misuse of associated technology, camera and video facilities.

Instigators may use different pretexts as the basis of their bullying, including the nine protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation), but particularly:

- Racial, religious, cultural bullying - where the motivation for bullying is based on the targets skin colour, culture, nationality or faith.
- SEN and disability bullying - where an individual or group are targeted because of a special educational need or disability which includes learning difficulties, sensory impairments and mental health conditions.
- Appearance or health conditions – where an individual or group are targeted because of their physical appearance or a health condition for example a disfigurement, a traumatic injury, severe skin condition.
- Home circumstance – where the motivation for bullying is based on the persons living arrangements for example: young carers, children in care or geographic locality i.e. where they live.
- Homophobic and Biphobic bullying – relates to a person's sexual orientation. It is based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Individuals or groups can be targeted because of their actual or perceived sexuality. People who have lesbian, gay or bi family members can also be targeted as can students who do not conform to gender stereotypes.
- Transphobic bullying – relates to gender identity. It is based on prejudice or negative attitudes, views or beliefs about trans people. Transphobic bullying affects people who are trans but can also affect those questioning their gender identity as well as people who are not trans but do not conform to gender stereotypes.
- Sexual bullying – can relate to the target's gender or body, this can have a sexual and/or sexist element.

Bullying may not only take place between students; it is also important to be aware of other types of bullying that may take place within the school. For example, the possibility of a member of staff bullying a student or a student bullying an adult. Should anyone suspect that this is taking place this should be reported immediately to the Principal. This also includes any incidents of adult bullying by staff or parents. If the Head is suspected of bullying, the matter should be reported to the Chair of the Governing body.

It is important to understand that bullying is not odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Students do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with these situations and develop social skills to repair relationships.

Bullying is defined as:

Several **T**imes **O**n **P**urpose

If you feel you are being bullied, you should:

Start **T**elling **O**ther **P**eople

Bullying outside the school premises

Head teachers have a specific statutory power to discipline students for poor behaviour outside of the school premises (Section 89(5) of the Education and Inspections Act 2006). This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, in the park or in the village centre.

Where bullying outside school is reported to school staff, it will be investigated and acted on. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.

What to do if you are worried about bullying

Students: If you are worried about bullying either for yourself or for others you can email helpme@rawlins.embracemat.org. Alternatively, talk to your parents, a friend, form tutor, Head of Year or another member of staff. Students who are bystanders are also encouraged to support their peers by reporting any suspected bullying. Students can also get help and advice at: www.childline.org.uk/bullying www.kidscape.org.uk www.bullying.co.uk

Staff: All staff should be vigilant and tackle and instances of bullying that they see within the school grounds. All instances of bullying are logged on CPOMs, where they are investigated and resolved by the Pastoral Team. Analysis of CPOMs logs also allows for tracking and identification of patterns and trends as target areas of need.

Staff should talk to their line manager or a member of the Senior Leadership Team if they feel that they or other staff are being bullied

Parents: If parents suspect that their child is being bullied, they should contact their child's tutor in the first instance. Parents should also ensure that they are respectful to all members of the Rawlins community to ensure positive lines of communication.

Procedures

When a student bullying incident is reported, a member of the Care, Guidance & Welfare Team takes initial responsibility to ensure it is dealt with. Tutors, Heads of Year and Senior Leaders may be involved, depending upon the nature and severity of the bullying, the initial actions taken and the responses of students and parents involved. Most or all of the following actions are taken by the person responsible

- Separate the instigator(s) and the target(s), reassure target that the bullying is not their fault;
- Gather evidence from the target(s), instigator(s) and any witnesses;
- Help the instigator(s) to realise that bullying will not be tolerated and it must stop immediately, and to empathise with how the target may feel;
- Inform parents/carers of both instigator(s) and target (s). If appropriate, the police may be called.
- Agree with the target(s), and where appropriate, the instigator(s), actions to resolve the situation and whenever possible to reconcile students;

- Ensure students are supported appropriately, including risk assessments where appropriate;
- Log incidents on CPOMS and monitor for patterns of behaviour. Ensure all relevant parties know what has happened;
- Monitor to ensure that there are no reprisals and that the bullying does not continue;
- Work with the instigator(s) to modify their behaviour using mentoring and, if appropriate, counselling;
- Following investigations, staff will periodically 'check in' with students that have been the target of bullying to ensure that the child feels happy and secure at school;
- Parents of both target and instigator will be kept informed throughout the process.

Rawlins will investigate allegations of bullying reported by parents or students which have occurred outside of the academy premises, or academy hours and may involve the police and other appropriate agencies.

Sanctions

A range of disciplinary sanctions are used where appropriate and according to the nature and severity of the incident/incidents. Care is taken to ensure that fear of reprisals is minimised and actual reprisals do not happen. Partnership Hosting at another school, Suspension, and Permanent Exclusion can be used as a sanction for severe cases of bullying. Most bullying incidents, however, do not require this level of intervention, and other consequences detailed in the Behaviour Policy can be used to support the student(s) to reflect on their actions and, as a deterrent to repeating the behaviour.

Prevention

We aim to help students prevent bullying by:

- Holding assemblies reaffirming our standing against bullying;
- Reinforcing anti-bullying through lessons;
- Have discussions about bullying and why it shouldn't happen;
- Posters and signage around the school
- The use of peer led interventions such as anti-bullying ambassadors;
- Taking part in large scale events e.g. anti-bullying week.
- Ensuring staff are vigilant during social time duties. Students can report any instances of bullying to staff on duty;
- Holding anti-bullying training for all staff.

Signs and Symptoms

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:

- is frightened of walking to or from school
- doesn't want to go on the bus
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with cloths torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay someone who has asked them for money)
- has dinner or other monies continually "lost"
- has unexplained bruises
- comes home hungry (money/lunch has been stolen)
- 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 cyber message is received

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

We have worked closely with Leicestershire County Council's Beyond Bullying team to revise the anti-bullying policy at Rawlins Academy.

Anti-bullying Team

Anti-bullying Lead:	Nick Schober
Anti-bullying governor:	Steve Mitchell
Anti-bullying team:	Care, Guidance and Welfare Team

Responsibilities

Students

- Respect one another and never bully others;
- Report all incidents of bullying whether you are the target or a bystander;
- Be vigilant for bullying of others and offer support to others.

Parents

- Report any bullying concerns to the tutor;
- Cooperate with Rawlins staff in addressing and ending the bullying.

Staff

- Be vigilant and look for signs of students being either targets or instigators of bullying;
- Whenever a student reports bullying, listen, take the matter seriously and take steps to resolve the matter, either directly of by reporting the matter to the student's tutor or the Pastoral Team
- Report incidents of bullying of staff to line managers, the HR and Operations Manager or the Senior Leadership Team.

Head of Year

- Support tutors in identifying and dealing with bullying;
- Take responsibility with support from the Pastoral Team for resolving more serious incidents of bullying.

Pastoral Team

- Support tutors in identifying and dealing with bullying;
- Deal particularly with the instigators of bullying and help them to change their behaviour through a variety of appropriate sanctions and supportive strategies.

Senior Leadership Team

Ensure the anti-bullying policy is being effectively implemented;

- Organise appropriate and timely anti-bullying training for staff.

Governors

- Support the Leadership Team in implementing this guidance;
- Review the policy every 2 years in collaboration with the wider school community.

Information and support

- Assemblies regularly have an anti-bullying theme, including Cyber-Bullying
- PSHCE lessons explicitly teach healthy relationships and have a strong anti-bullying message
- Targets of bullying are supported by their tutor and other appropriate staff
- Useful follow up resources can be found at:

- a) www.anti-bullyingalliance.org.uk
- b) <http://www.education.gov.uk/schools/studentsupport>
- c) <http://www.anti-bullyingalliance.org.uk/>
- d) www.ncb.org.uk
- e) www.childline.org.uk
- f) www.beyondbullying.com

Links to other Academy policies: Safeguarding
Equalities
Acceptable Use