



ANTI BULLYING POLICY 2016-18

All students have a right to be taught in a secure, safe and caring environment, away from the threat of psychological and physical abuse.

We believe that a child's welfare must always be paramount, that students have a right to be heard, to be listened to and to be taken seriously and that parent/guardians should be consulted and involved in matters which concern their children.

This academy is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the academy community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

At Rose Bridge Academy our values are:

RESPECT ...ourselves, each other and our academy.

BELIEVE ...in ourselves, we can do it and we will never give up.

ACHIEVE ... our very best in all that we do.

Aims of this policy:

- to ensure students feel safe in our academy at all times
- to create a climate of positive support in our academy
- to develop a consistent approach in dealing with incidents and reducing bullying in the academy

We believe that:

- Students have a right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- We will not tolerate bullying behaviour.
- Bullied students will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

Definition

Bullying is deliberately hurtful behaviour which is often repeated over a period of time and where it is difficult for the victim to defend him/herself.

This can take many forms:

- Physical – hitting, kicking, taking belongings;
- Verbal – name calling, making offensive remarks;
- Indirect – spreading nasty stories about someone, exclusion from academy groups, being made subject of malicious rumours, sending malicious e-mails or text messages on mobile telephones.
- Cyber bullying using all areas of the internet including mobile phones, chat rooms and misuse of associated technology – camera and video facilities.

Forms of Bullying

- Physical violence such as hitting, pushing or spitting at another student.
- Interfering with another student's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another student.
- Teasing or spreading rumours about another student or his/her family.
- Belittling another student's abilities and achievements.
- Writing offensive notes or graffiti about another student.
- Excluding another student from a group activity.
- Ridiculing another student's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

Bullying will not be tolerated at Rose Bridge Academy. Staff are accessible, they will listen carefully and sympathetically to student concerns, they will take into account the students' own views on how best to help them, and they will initiate an appropriate course of action for all students involved.

The parent/guardian of the victim and the bully will be informed.

The Responsibilities of Staff

Our staff will

- Foster in our students' self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our students.
- Discuss bullying with all classes, so that every student learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to (name of teacher and post, eg our designated teacher for child protection/head of pastoral care).
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

Advice For Parent/Guardian

Watch out for signs of distress or unusual behaviour in your child, which might be evidence of bullying. Advise your child(ren) to report any bullying to their personal tutor, head of year or subject teacher and explain the implications of allowing the bullying to continue unchecked, for themselves and for others.

- Advise your child not to retaliate violently to any form of bullying;
- Be sympathetic and supportive towards your child and reassure them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying;
- Inform the academy of any suspected bullying, even if your child are not involved.

Advice For Students Who Are Being Bullied

We expect our students to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the student who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

If you are being bullied:

- Try to stay calm and look as confident as you are able;
- Get away from the situation;
- Tell a friend/another student;
- Tell an adult.

After you have been bullied:

- Don't blame yourself;
- Tell a teacher or an adult in the academy;
- Tell your family;
- If you are scared to tell an adult ask a friend to go with you;
- To prevent problems with cyber bullying be careful to whom you give your phone number, internet and social website details.

Review Date September 2018