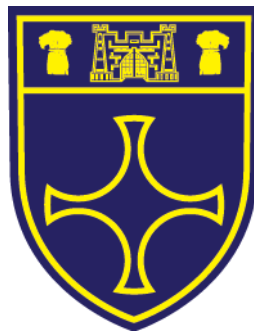




Northern Lights

LEARNING TRUST



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

Reviewed: Spring 2024

Next review: Spring 2026

Person in charge: Mr M Patrick

Anti-Bullying Lead: 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.

1. Rationale:

Every member of our community has the right to learn and to realise their true potential in all aspects of school life free from humiliation, intimidation, and abuse. At Ian Ramsey CE Academy, we do not tolerate any form of bullying and all incidents of bullying are taken very seriously. We strive to create a culture based on our core values of Respect, Honesty, and Kindness. Pupils must feel safe and respected if they are to learn effectively.

Ian Ramsey CE Academy sets high standards for all members of our community, and it is important that we create an atmosphere in which bullying cannot thrive and in which no body must suffer from harassment of any kind. Although bullying at Ian Ramsey CE Academy is rare, bullying can occur in schools and in many other areas of society, at all levels. Therefore, it is important that we educate our pupils about bullying and teach them strategies that enable them to stand up for themselves without resorting to retaliation in any form.

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.

2. 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 pupils, 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.

3. Definition of Bullying

There is no legal definition of bullying. However, bullying behaviour can be defined as:

‘Repeated behaviour to seek to harm, intimidate, or coerce someone perceived as vulnerable or where the relationship involves an imbalance of power.’

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/Cyber bullying*: social media, email, text message or any medium using a device to communicate with another person for the purpose of harming or upsetting them.

*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 PCs). Online bullying 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.

Please also refer to the Child-on-Child Abuse Policy.

Where bullying outside school is reported to school staff, it will be investigated and acted on. The Headteacher or Deputy Headteacher (DSL), will also consider whether it is appropriate to notify the police of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.

4. 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.

5. How Pupils Are Supported

All members of our Academy are responsible for ensuring we promote our values and culture, and those of Northern Lights Learning Trust at all times. This includes the responsibility to:

- Promote an open and honest culture that ensures that all members of the Academy community understand our stance on bullying.
- Ensure all staff exhibit positive behaviours, demonstrate our core Christian values, and become positive role models to pupils.
- Treat other people with respect always, reflecting our Christian and Trust values.
- Do nothing that could be construed as bullying.
- Do nothing that could be construed as supporting bullying. This includes relaying distressing messages, relaying threats, laughing at bullying, watching a fight.
- Report to the proper person any bullying witnessed or any behaviour which could escalate into bullying.
- Engage pupils in reviewing and developing our anti-bullying practices.

Ian Ramsey CE Academy consistently seek to challenge bullying behaviour and attempt to eliminate events of bullying by:

- Developing a better understanding of the problems associated with bullying through PD, tutor time activities, the anti-bullying ambassadors and work covered across and beyond the curriculum.
- Embedding opportunities for pupils to explore the causes and impact of behaviours that can be categorised as bullying. For example, Voices for Equality, The Rainbow Flag Award, and prejudice and discrimination through our designation as a Holocaust Beacon School.
- Measures, including worships, which promote inclusiveness, tolerance, and respect.
- Empowering an individual to feel confident in reporting bullying behaviour through the appropriate channels.
- Making pupils aware of confidential sources where they may go for help and advice.
- Monitoring and record details of those bullies whose behaviour has been successfully modified because of the policy.

Through these, and other actions, we aim to:

- Raise whole school awareness of the fact that bullying is an unacceptable feature of life at the school, and beyond, and will not be tolerated.
- Reduce the number and frequency of incidents of bullying.

6. Reporting Incidents of Bullying

Ian Ramsey CE Academy is clear that we must work together to create a climate of trust so pupils who are being bullied, or observe instances of bullying, report this as straightaway. We must also make it as easy as possible to report bullying.

We expect all pupils to be proactive and seek help from members of staff if they witness another pupil being hurt or they are concerned about others. This can be done in several ways:

- Pupils can speak to any member of staff if they feel they are being bullied or have witnessed another member of the academy being bullied.
- Pupils can ask to speak with their tutor, Pastoral Leader, the Academy's Anti-Bullying Lead (**Miss Warner**) or any other trusted adult in the building.
- Pupils can report bullying via the Anti-Bullying Ambassadors who have been trained on how to respond to any such reports.
- Pupils and parents/carers can email the relevant member of staff using the [Contact Us](#) page on the Academy Website.
- Pupils and parents/carers can [Report An Incident Of Bullying](#) via an online form on the Academy website which alerts all pastoral staff to the incident.
- Parents/carers can call and ask to speak to a member of staff if they are concerned that a pupil is experiencing bullying. If the member of staff is unavailable, they will contact you as soon as they are able.

Any member of staff where bullying is reported to them should speak to the relevant Pastoral Leader or member of the Senior Leadership Team.

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.

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

7. Responding to Reports of Bullying

All reports of bullying will be investigated by the appropriate member of the Pastoral Team.

To deal with incidents fairly, we must gather as much evidence as possible to establish what really happened. This will involve speaking to pupils and taking statements to ascertain the facts and determine the most appropriate course of action.

Where incidents that happen outside the Academy are clearly having a detrimental effect on the life of pupil in school, we will investigate these and, in conjunction with the parents (and where necessary the police), take appropriate action.

At Ian Ramsey CE Academy, sanctions are applied fairly, proportionately, consistently, and reasonably, accounting for any SEND needs pupils may have, and taking into consideration the needs of vulnerable children. Bullying by children with disabilities or SEND is no more acceptable than bullying by other children and it should be made clear that their actions are wrong and appropriate sanctions used.

Where bullying is seen to have occurred, depending on the individual circumstance, appropriate sanctions will be put in place. These include (but are not limited to):

- A pastoral detention, plus a restorative conversation to educate the perpetrator of the impact of their actions.
- Restorative conversations between all pupils involved and an apology from the perpetrator(s) to the victim at an appropriate time, facilitated by a relevant member of staff.
- Headteacher's detention, where other sanctions have not brought about positive change, or the level of bullying identified justifies this.
- Telephone conversations and/or face-to-face meetings with parents.
- Time in Room A where other sanctions have not brought about positive change, or the level of bullying identified justifies this.
- Timetable changes for the perpetrator.
- Fixed term suspension.
- Permanent Exclusion (for serious or repeated incidents, which would be addressed under the Child-on-Child Abuse Policy).

All reports of bullying will be discussed with the parents of the victim and alleged perpetrator throughout the investigation and once a course of action has been decided.

All reports of bullying are logged on CPOMS to enable staff to track and monitor reported instances.

8. Engaging with parents and carers

Ian Ramsey CE Academy believes it is important to work with parents/carers to help them to understand our approach with regards to bullying and to engage promptly with them when an issue of bullying comes to light, whether their child is the pupil being bullied or the one doing the bullying.

We will ensure parents/carers are made aware of how to work with us on bullying and how they can seek help if a problem is not resolved. Some parents may need specific support to help deal with their child's behaviour. Where we identify that this is the case, we will initially provide support ourselves or signpost the parents to appropriate channels of help.

Appendix 1: 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 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 can also be found through [Kooth](#) which can also be accessed via the Academy website.

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 Headteacher 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:

- Behaviour and Discipline Policy
- Child-on-Child Abuse Policy
- Child Protection Policy
- Equality Policy

Appendix 2: 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	<ul style="list-style-type: none">• Pastoral staff interview all concerned about their involvement and a record of interview sheet is completed.• The incident is recorded on CPOMS file of the pupils involved.• Pupils are asked to empathise with the feelings of the victim and suggest appropriate action.• The alleged bullies are warned of the progression of sanctions which can be taken should the bullying persist.• Parents will be contacted.
Level 2	<ul style="list-style-type: none">• Pastoral staff interview all concerned about their involvement and a record of interview sheet is completed.• The incident is recorded on the CPOMS file of the pupils involved.• Parents are notified and may be asked to come in.• 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.
Level 3	<ul style="list-style-type: none">• Pastoral staff interview all concerned about their involvement and a record of interview sheet is completed.• The incident is recorded on the CPOMS file of the pupils involved.• Parents are notified and asked to come in and the pupil maybe suspended, or internally isolated from School.
Level 4	<ul style="list-style-type: none">• 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.• 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.

Appendix 3: Summary of what to do if a pupil is being bullied

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 academy 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/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.