



**Ramsden Hall
Academy**

ANTI-BULLYING POLICY

Ramsden Hall Academy

LAST REVIEW NEXT	February 2022	REVIEW PERIOD	3 yearly
NEXT REVIEW DATE	February 2025	OWNER	Alan Wells

Named staff with designated responsibility for anti-bullying and contact details:

Academic Year	Designated Senior Person	Deputy designated senior person	Nominated CP Governor	Chair of Governors	Local Authority Designated Officer
2021/22	A Wells	C Parker	J Oldham	M Hall	C Fuller R Scott
2022/23					
2023/24					
2024/25					

Anti-Bullying Policy

Pupils placed at Ramsden Hall Academy commonly have a history of being unkind or verbally aggressive towards other pupils. A number of pupils placed with us have history of being the victim of unkind treatment from other pupils also.

We recognise that relationships at schools similar to ours can lead to pupils quickly being involved in physical incidents. We endeavour through high levels of supervision that adults are constantly intervening and diffusing situations as and when they occur.

Nevertheless, there is a small core of pupils who indulge in bullying behaviour. We recognise that 'bullies' must be worked with and their 'bullying' behaviour must be addressed. We have a duty of care to all of our pupils to where possible protect pupils from incidents of repeated negative behaviour and to ensure where required that victims of bullying feel safe and supported.

Ramsden Hall Academy Definition of Bullying

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

Curriculum and Training

Within the curriculum the impact of 'bullying' is addressed within specific subjects such as English, Life skills and Ready to Learn.

Additionally, Bullying is addressed within Tutor/Mentor periods and for those pupils accessing the 24hr curriculum within the residential provision also.

As a school we further raise awareness and take action against bullying through participation in whole school events such as Anti Bullying Week, pupil voice/listening surgeries and by conducting a pupil questionnaire annually

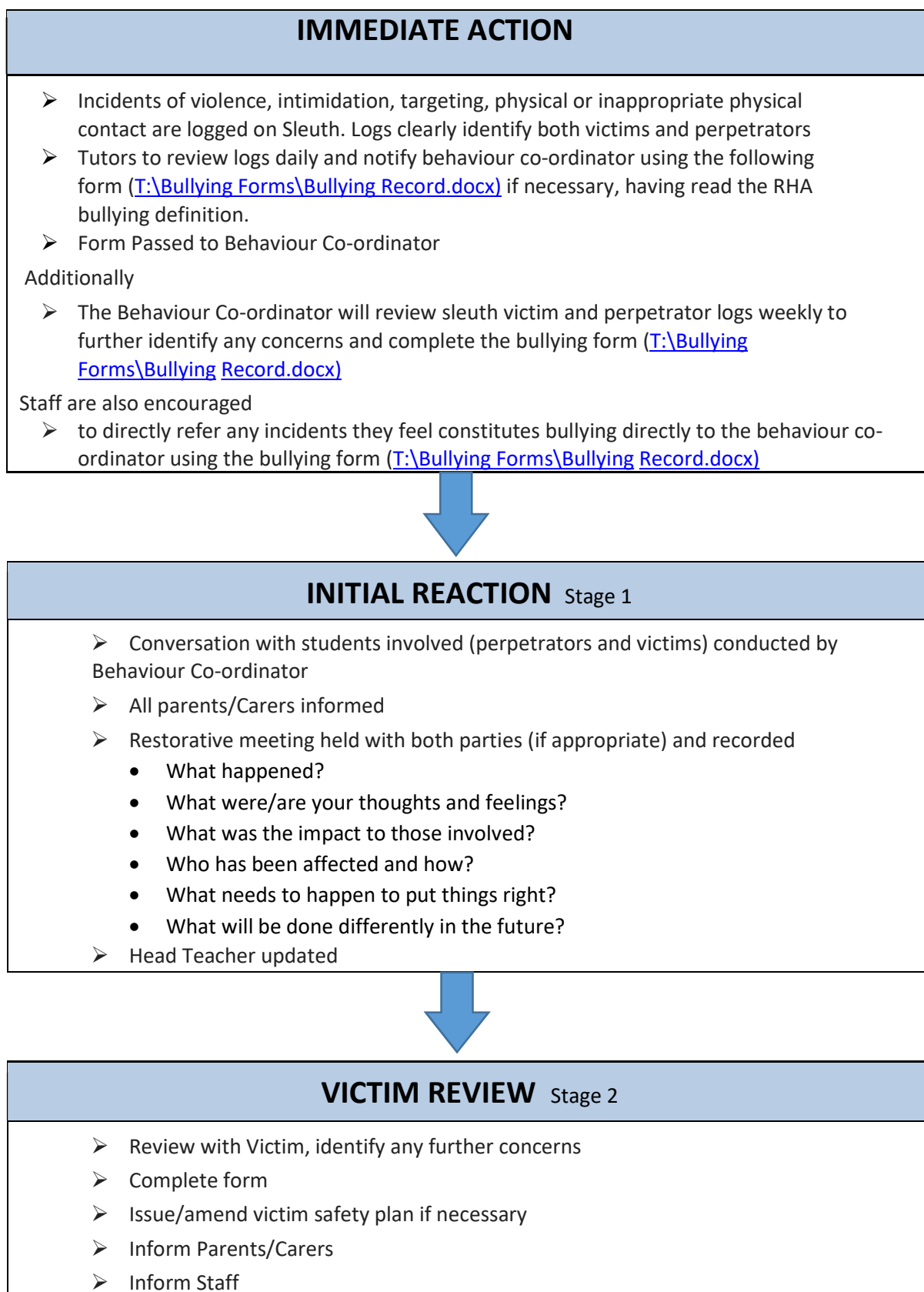
Staff receive a full induction and in-house training in both the procedures following incidents of potential bullying and methods for addressing bullying type behaviours. The practice of these procedures is closely monitored by the Head teacher, Deputy Head Teacher, Behaviour Co-ordinator and the Designated Safeguarding Lead.

Cyber Bullying

The technology that is now readily available to young people has sadly had some negative effects, one of which is the ability to bully, intimidate and humiliate young people through the use of mobile phones, computers and social media.

Sometimes unfortunately this occurs outside school hours but nevertheless as part of our duty in keeping children safe. The school will get actively involved in supporting young people who are both perpetrators and victims of such incidents. If informed of such situations contact will be made with parents/carers in order to seek their support in ensuring that the situation improves. The safeguarding team will become involved, monitor and support pupils and their families with any occurrences.

Ramsden Hall Bullying Procedures (5 Stages)





PERPERTRATOR REVIEW Stage 3

- Review previous data/potential bullying incidents
- Evoke a period of regular data monitoring
- Possible restriction to activities with victim (Victim Choice)
- Possible curriculum/class changes
- Inform Parents/Carers
- Inform Staff
- Head Teacher updated
- Changes reviewed fortnightly



Further incidents following this stage may lead to stage 4 below.

FURTHER PERPERTRATOR ACTIONS Stage 4

- Parent/Carer meeting on site with Head Teacher or member of SLT
- 'No Contact' Contract
- 1 to 1 workshops - Anger management, social skills, relationships, body language etc.



Further incidents following this stage may lead stage 5 below.

EXTERNAL PERPERTRATOR ACTIONS Stage 5

- Fixed Term or Permanent Exclusion
- Parent/Carer meeting on site with School Governor
- Police Intervention/Involvement
- Referral to external agencies

