

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	_	Deputy	Nominated	Chair of	Local
Year	Senior	designated	CP	Governors	Authority
	Person	senior	Governor		Designated
		person			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)

IMMEDIATE ACTION

- Incidents of violence, intimidation, targeting, physical or inappropriate physical contact are logged on Sleuth. Logs clearly identify both victims and perpetrators
- Tutors to review logs daily and notify behaviour co-ordinator using the following form (<u>T:\Bullying Forms\Bullying Record.docx</u>) if necessary, having read the RHA bullying definition.
- Form Passed to Behaviour Co-ordinator

Additionally

➤ The Behaviour Co-ordinator will review sleuth victim and perpetrator logs weekly to further identify any concerns and complete the bullying form (<u>T:\Bullying Forms\Bullying Record.docx</u>)

Staff are also encouraged

to directly refer any incidents they feel constitutes bullying directly to the behaviour coordinator using the bullying form (T:\Bullying Forms\Bullying Record.docx)



INITIAL REACTION Stage 1

- Conversation with students involved (perpetrators and victims) conducted by Behaviour Co-ordinator
- ➤ All parents/Carers informed
- > Restorative meeting held with both parties (if appropriate) and recorded
 - What happened?
 - What were/are your thoughts and feelings?
 - What was the impact to those involved?
 - Who has been affected and how?
 - What needs to happen to put things right?
 - What will be done differently in the future?
- Head Teacher updated



VICTIM REVIEW Stage 2

- Review with Victim, identify any further concerns
- Complete form
- Issue/amend victim safety plan if necessary
- Inform Parents/Carers
- ➤ Inform Staff



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