



**Ramsden Hall
Academy**

ANTI-BULLYING POLICY

Ramsden Hall Academy

LAST REVIEW NEXT	February 2019	REVIEW PERIOD	3 yearly
NEXT REVIEW DATE	February 2022	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
2019/20	A Wells	C Parker			

Students placed at Ramsden Hall Academy commonly have a history of being unkind or aggressive towards other pupils. A number of pupils have a definite history of being the victim of unkind treatment from other students.

We therefore recognise that relationships at schools similar to ours can lead to students quickly being involved in physical incidents. We endeavour through our levels of supervision to ensure adults are constantly intervening and trying to diffuse situations as and when they are occurring.

Bullying

Nevertheless, there is a small core of pupils who indulge in bullying. 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 students and they must be protected from constant bullying.

Ramsden 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.

The process the academy has adopted to address bullying

- To hold a restorative discussion with the suspected student bullying. This can help the student think about himself and how he can recognise his issues as well as to assist in the resolution of his difficulties with the victim.
- Within the 24-hour curriculum the issues of 'bullying' are addressed i.e. Life Skills, English, Social Skills Training, the Residential Social and Educational Programme.
- To raise these issues in the School Council Meetings, discussions in the residential provision as well as using the Anti-Bullying Board Game.
- Fixed-term or even Permanent Exclusion would be the last resort, but if the school was unable to protect pupils from covert and overt bullying the psychological and physical wellbeing of our vulnerable young people must be paramount.
- Staff receive in-house training in all the above procedures and methods for addressing bullying and the carrying out of these procedures is closely monitored by the Principal/Assistant Head Teacher.
- Individual Risk Assessments are carried out when target bullying is evident.

E-Bullying or Cyber Bullying

The technology society has made 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 and computers.

Sometimes this occurs outside school time but nevertheless as part of keeping children safe the school will get actively involved in supporting young people and children who are subject to such pressure. If informed of such situations contact will be made with parents/carers in order to seek their support in ensuring that the situation improves.

Monitoring of such behaviour within school also takes place and will be dealt with as described above.

The Bullying Processes

- Logged on Sleuth (Academy recording software)
- Bullying form completed by staff involved /Staff dealing with incident
- Passed onto Behaviour coordinator
- Behaviour coordinator talks with student's involved, perpetrator and victim
- Inform parents
- Possibly complete Non-Contact Contract
- Give the victim a Safety Plan
- Review with victim
- Parental involvement
- SLT
- Police Intervention/Headteacher
- Regular reviewing of data.
- Individual work on Anger/ Relationships/ Body language
- Emotionally Healthy Questionnaire done yearly
- Restorative Process to be used