

# Anti-Bullying Policy

## 2024 - 2025



This policy will be reviewed on an annual cycle

Person responsible for the Policy:	Headteacher
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## 1. Important Support Contacts for You

**RLA's Main Office** is 01253 763414, Option 2

**RLA's School Family Support Team** is 01253 763414 Option 3

**Blackpool's Pupil Welfare Service** is 01253 476478.

Our **Pupil Welfare Officer** is Karen Manning.

**RLA's Behaviour Lead is Ms Buckley, Assistant Headteacher**

Bullying of any kind, child on child, adult on child is not tolerated at RLA. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. **RLA is a TELLING Academy.** This means that anyone who knows that bullying is happening is expected to tell and inform RLA staff.

2. **What is Bullying?** Bullying is: targeted and planned; repetitive or prolonged; and involves an imbalance of power. This is also evident through online and cyber platforms. We would refer to this as cyber-bullying.

3. **The main types of bullying are:**

- Emotional - being unfriendly, excluded, tormented e.g. hiding books, threatening gestures
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist- racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on, the issue of sexuality
- Verbal- name calling, sarcasm, spreading rumours, teasing

***No one should ever underestimate the impact of being bullied or the fear that a bullied child feels.***

So, bullying can include:

4. Type of Bullying

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, unkind, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudiced/ discriminatory, eg: <ul style="list-style-type: none"><li>• Racial</li><li>• Faith-based</li><li>• Gendered (sexist)</li><li>• Homo/bi/trans phobic</li><li>• Disability-based</li></ul>	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online via social networking sites, messaging apps, gaming sites, devices or via images, audio, video, or written content made by artificial intelligence (AI)

5. **Why is it Important to Respond to Bullying?** No one should be bullied. Everybody has the right to feel safe and respected. Bullies are taught different ways of behaving within our Behaviour Curriculum. If someone you know is being bullied, tell.

**If you are being bullied, do not stay silent. TELL an adult.**

**Dealing with Bullying - Guidance for Staff.** At RLA, we deem that bullying is unacceptable. All such incidents are dealt with appropriately by staff and in line with our sanctions. All staff need to be alert to bullying both inside and outside the classroom. It is the responsibility of everyone to report acts of bullying as soon as they arise or are reported.

**If you come across bullying, what should you do?**

- Investigate fully, taking into account all involved parties, including staff
- Ensure the victim is safe, cared for and knows that staff take the incident seriously
- Record the victim's account and take action as quickly as possible
- Reassure the victim and offer help, advice and support
- Through SLT support, agree and implement appropriate sanctions and restorative actions.
- Record the outcomes on CPOMS
- Ensure parents/carers are full informed during the process, and if required, any other agencies

**Taking Action.** The staff member, in whom the victim has confided, or jointly with the parent and pupil if reported in this way, must record on CPOMS and verbally alert the class teacher immediately. SLT will then carry out further investigations.

**Possible outcomes**

- The bully (bullies) will be asked to repair their relationship with the victim - if possible, pupils will be reconciled
- The parents or guardians of the victim and bullies will be informed and involved where necessary
- Isolation, detention, suspension and even exclusion will be considered
- Once an incident has been investigated, recorded (CPOMS) and actions implemented, staff monitor the situation to ensure repeated acts of bullying do not occur. Relevant staff are notified to increase effective vigilance.

**Preventing Bullying at RLA.** At RLA, we adopt a proactive approach to bullying. Through assemblies, our Rules, our Values, Expectations and teaching, recognising and modelling positive behaviour, we are committed to ensuring that our school works together to create a happy, safe, caring and stimulating learning environment. We teach and reinforce the importance of treating others well and with respect, rather than simply reacting to incidents when they occur. We raise awareness of bullying through our Curriculum and ensure children have safe opportunities to talk about bullying.

6. **Dealing with Bullying - Guidance for parents, carers and other members of the community.** If you suspect that bullying may involve RLA pupils, please take the following action:
- Encourage the victim to tell their parent, carer or guardian
  - Report it to a member of RLA staff or the Police;
  - If appropriate, let the parents of the victim and/or bully know.

**Dealing with Racially Motivated Incidents.** MacPherson's definition of a racist incident is any incident:

*'perceived to be racist by the victim or any other person' and is a hostile or offensive action against individuals or groups because of their skin colour, ethnic origin, cultural, religious or linguistic background or lifestyle.'*

Racist bullying and incidents may take many forms such as of physical assault, intimidation, verbal abuse, property damage, propaganda and incitement. Examples of racist incidents include:

- Refusal to cooperate with others on the grounds of their race, colour, ethnicity or that of their family;
- Racist remarks, jokes, names, gestures, mocking or promotion of / involvement in, racist material, including graffiti;
- Physical, emotional assault and abuse

How a racially motivated incident is managed will depend on a range of factors such as age and understanding of the children involved and the context. Consequences will be applied following discussion with the child's parent or carer when appropriate. It is vital that all incidents are dealt with quickly, sensitively and consistently. This will include:

- Supporting the victim;
- Explaining to those responsible and any onlookers what is unacceptable about the incident;
- Planning action for the bully and the victim;
- Contacting parents or carers of those involved;
- Notify the relevant senior leader who will investigate and decide on the action to be taken, recording the incident using the Racial Monitoring form and uploading to CPOMs;

# IS IT BULLYING?

**S**EVERAL **T**IMES **O**N **P**URPOSE

**NOT  
NICE**

When someone says or does something **unintentionally** hurtful and they only do it **once**...

That is **NOT NICE**

**MEAN**

When someone says or does something **intentionally** hurtful and they only do it **once**...

That is **MEAN**

**BULLYING**

When someone says or does something **intentionally** hurtful and **they keep doing it, over a period of time**, even when you tell them to stop or show them that you are upset...

That is **BULLYING**



**S**TART **T**ELLING **O**THER **P**EOPLE

# is it BULLYING?

When someone says or does something  
*unintentionally* hurtful  
and they do it once, that's  
**RUDE.**

When someone says or does something  
*intentionally* hurtful  
and they do it once, that's  
**MEAN.**

When someone says or does something  
*intentionally* hurtful and they *keep doing it*-  
even when you tell them to stop or show  
them that you're upset—that's  
**BULLYING.**