



# Anti – Bullying Policy

<b>Date of Review</b>	November 2024
<b>Date approved by Headteacher/SLT</b>	November 2024
<b>Date of next Review</b>	September 2027

# **The Roundhill Academy**

## **ANTI-BULLYING POLICY**

### **Our Principles**

The Roundhill Academy believes that students and staff should be able to work in an environment that enables them to achieve and be successful. This policy is designed to ensure that students and staff are cared for and all members of our community are supported to seek guidance and support if they experience any form of bullying.

This policy will be reviewed every 3 years and updated with the views of students, parents, staff and the trustees.

The policy is designed to ensure staff promote positive relationships and a culture where students are supported to report any concerns they are experiencing. In addition, it is designed to ensure staff can identify forms of bullying quickly and intervene quickly to provide the necessary support and response.

The policy aims to promote awareness for our students so they can support themselves and their peers. Students will be supported and advised on how report concerns and incidents of bullying, in addition students will feel that bullying is taken seriously by staff and that all reports will be dealt with effectively and sensitively.

The policy will also promote a positive relationship with parents to support the school when dealing with bullying incidents.

### **Aims and Objectives**

- To ensure that staff, students and the wider school community understand that bullying is never accepted and all incidents of bullying will be addressed.
- To ensure there is a culture where bullying incidents are reported and students or adults reporting incidents feel confident they are being listened to and that action will be taken.
- To make staff aware of the signs to look for, and note changes in work pattern, behaviour or attendance which may suggest there is a problem.
- To understand that bullying can have a serious effect on a student's self-esteem, emotional, mental and physical health and therefore the systems and procedures to support all involved are proactive and efficient in preventing further incidents of bullying.
- To ensure victims and perpetrators are supported through education and emotional support to prevent repeated incidents from occurring.

### **Links to other relevant policies:**

- The Roundhill Academy Behaviour Policy.
- The Roundhill Academy Safeguarding Policy.
- The Roundhill Academy Acceptable Use Policy.
- Ready to Learn.

## Definition of Bullying

### Bullying

Bullying is behaviour by an individual or group, repeated over time, that is intended to hurt or harm another individual or group, either physically or emotional. Bullying can be evident in a number of forms and examples of bullying behaviour are as follows:

- Physical
- Verbal
- Indirect – e.g. spreading rumours about an individual or group.
- Cyber
- Discrimination based on an individual or group characteristics.

The Roundhill Academy will treat any reported incidents of bullying very seriously. Each case will be thoroughly investigated and the school will ensure the necessary support and sanctions are put in place.

The Roundhill Academy is committed to ensuring all students understand how to deal with incidents of bullying and how it can be prevented through the use of its curriculum, assemblies and tutors.

### Forms of bullying:

- Physical - hitting, kicking, taking or hiding something, sexual assault.
- Verbal - name-calling, teasing, insulting, threatening language, discriminatory language.
- Emotional/Psychological - being unfriendly, excluding, tormenting, spreading rumours, defacing property, invading personal space, graffiti.
- Technology/cyber bullying - such as ICT to make threats and derogatory comments. This form of bullying can take place in a range of forms (not an exhaustive list):
  - Threats and intimidation.
  - Exploitation.
  - Sending and receiving sexually explicit content.
  - Trolling.
  - Sharing of personal/ sensitive information.

### The Protected Characteristics ([Discrimination: your rights: Types of discrimination \('protected characteristics'\) - GOV.UK](#))

It is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- [being pregnant](#) or on maternity leave
- [disability](#)
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

At The Roundhill Academy we support any member of the school community that has experienced discrimination or bullying against any of the protected characteristics.

### **People may be bullied for a variety of reasons**

The Roundhill Academy celebrates the diversity of our school community. All members of the community should feel safe and confident to express themselves through their backgrounds and presentation.

Students may experience bullying for a number of reasons, some of these reasons are stated as follows:

- Race
- Religion or cultural background
- SEN and disabilities (We should be alert to the fact that pupils with special educational needs or disabilities are often at greater risk of being bullied than other pupils on the basis of their educational difficulties or disability)
- Appearance
- Health condition
- Home circumstances
- Gender and gender identity (which can include transphobic bullying and sexual harassment)
- Sexual orientation (homophobic and bi-phobic bullying)

The Roundhill Academy will support any students or members of the school community if they experience bullying as a result of their individual identity. All incidents reported will be investigated and the necessary action will be taken to support all individuals involved.

### **The Roundhill Academy's response to bullying:**

- The school has a clear view that bullying is never acceptable and will never be tolerated.
- Every incident of bullying should be resolved as quickly as possible using all the information that is available.
- Encouraging and empowering the school community to report incidents of bullying and seeing that reporting and speaking out about concerns is positive and a sign of strength which promotes positive outcomes for all involved.
- All reported bullying incidents will be taken seriously and investigated.
- Wherever possible, the victims of bullying will be involved in the decision making to seek solutions and prevention of further incidents.
- All individuals involved in bullying incidents will be supported through education and emotional support.
- The Roundhill Academy will use its curriculum plans, assemblies, tutorial and training sessions to educate the school's community on anti-bullying strategies and the responses if bullying does occur.

### **Reporting Bullying and Procedures**

The Roundhill Academy believes early reporting as soon as incidents arise is the best way to effectively tackle bullying.

### **If a student is being bullied the following guidance applies:**

- They must not feel guilty as it is their fault.
- They must tell a trusted adult about the incident. This may be your class teacher, form tutor, a member of staff, a parent or a member of the family.
- Keep calm and give a clear account of what has happened, when and by whom.
- Inform your parents/carers about it and tell them that you have told the school.

- If you find it difficult to talk to anyone at school or at home then you can phone the 24- hour Childline Service for advice and guidance.

**If you witness bullying towards another member of the school, report it to an adult immediately.**

**If a student reports being bullied to you as an adult the following guidance applies:**

- Listen carefully and sympathetically to what you are being told.
- Record key information
- Treat the matter seriously and pass the information to a member of the Safeguarding Team (DSL, LDDL, DDSL).

**If a student reports being bullied to a parent/carer, the following guidance applies:**

- Please contact the relevant Head of Year, and pass on the information you have received. If possible, include dates and times.
- If you require a meeting with a member of staff, please request this meeting with the relevant Head of Year.
- If you are concerned about the way in which an issue has been dealt with, please contact the Assistant Headteacher for Behaviour.

**If a member of the public witnesses an incident that potentially could be bullying or single incident of child-on-child abuse, the following guidance applies:**

- Please contact the school and ask to speak to the Assistant Headteacher for Behaviour. Pass on the information of the incident. If possible, please include dates, times and descriptions of the students involved in the incident.

The Roundhill Academy believes that anybody who witnesses incidents of child-on-child abuse or bullying has a responsibility of reporting the incident to a member of staff.

**Bullying which occurs outside the school premises.**

Any reports of bullying outside the school premises will be investigated and acted upon. When necessary, The Roundhill Academy may report incidents to the police if the Headteacher deems it necessary. If a criminal offence has been committed The Roundhill Academy will contact the police.

**Seeking Resolution for Bullying Incidents.**

- Parents of all students will be contacted, and the relevant information will be shared. The purpose of sharing information is so that parents can play an active role in seeking a resolution.
- Decisions will be made to ensure the necessary disciplinary sanctions are applied.
- Decisions will be made to ensure that the victim of bullying gains necessary support, from the pastoral team. Contact with the relevant external agencies will be considered.
- Decisions will be made to ensure the perpetrator is supported with any issues that may have caused the bullying to occur. Contact with the relevant external agencies will be assessed.
- A risk assessment will be carried out to mitigate against the risks of further bullying.
- In cases where bullying is persistent despite school support and intervention, consideration will be given to the highest levels of sanctions in accordance with the behaviour policy.
- If a criminal offence has been committed, The Roundhill Academy will contact the police.

### **Strategies to Prevent Bullying.**

- All students have access to the Speak Out email. A member of staff will respond within 1 school day.
- All students have access to their tutor, each morning. Tutors will be proactive and look out for the signs of bullying and child-on-child abuse.
- Students will be encouraged to speak to their tutor if they have any issues they want to discuss.
- Social times can have a high incidence rate of bullying. Staff are located in key areas of the school during social times. Staff are instructed to be vigilant and proactively monitor their duty areas. Students will know that their Heads of Year are located in their respective year group areas. Students will also know that staff can be found in key locations on the school site.

#### **\*HIGHLY VISIBILITY**

- Termly reminders will be delivered to students to ensure they have the ability and understanding to report their concerns and experiences in relation to bullying.
- Students should speak to trusted adult if they experience bullying, dealing with the bullying through physical and or verbal aggression will make the situation worse.
- Students experiencing bullying should walk away and not engage in conversation and seek support from a trusted adult.
- Students should stay with a trusted friendship group.
- Students should stay in areas where there is a staff member present.
- Students who have a friend that is experiencing bullying should speak to a trusted adult to ensure their friend gets the support they need.
- Staff should report any concerns about student interaction. These interactions may not meet the threshold for bullying but may form part of a pattern to help identify bullying.
- Staff will receive termly updates on anti-bullying strategies.
- Where possible – restorative work will be carried out amongst peers to prevent further incidents.

### **Signs of Bullying.**

#### **Potential signs of bullying include:**

- Patterns of absence or very low attendance.
- Deterioration with punctuality.
- Displaying signs of excessive anxiety or becoming withdrawn and being unusually quiet.
- Deterioration with schoolwork and academic progress.
- Low self-esteem/confidence.
- Property/ clothing damaged.
- Complaining of regular illness, especially stomach pains, head aches or other non-visible illnesses.
- Change or detachment from their usual friendship group.
- Staying close to adults.

### **Recording Bullying and Evaluation.**

- Child on child incidents are recorded on Arbor (MIS System) for recording and pattern analysis purposes.
- Bullying incidents are recorded on CPOMS (Safeguarding System). A member of the safeguarding team will co-ordinate the actions.
- Fortnightly analysis on child- on-child incidents will be carried out.
- Half-termly analysis on bullying incidents will be carried out.
- Reports on child-on-child incidents and bullying will be shared with SLT and relevant stakeholders.

**Links to key guidance:**

- [Preventing & Tackling Bullying July2017](#)
- [Equality Act 2010 Advice for schools](#)