



Riverside Academy

Anti-Bullying Policy



Date- September 2023

Review- September 2025

Chair of Governors:

Paul H. Gault

Headteacher:

R. Pige

Review Framework:

The policy will be reviewed annually (or sooner in the event of revised legislation or guidance)

Contents

1. Introduction
2. Objectives
3. What is Bullying?
4. The Academy will Deal with Bullying by
5. When Dealing with Bullying the Staff will
6. Sanctioning Bullying
7. Monitoring and Review
8. Further Guidance for Children
9. Further Guidance for Parents

Introduction

Riverside Academy is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our Academy. If bullying does occur, all pupils should be able to talk to adults in school and know that incidents will be dealt with promptly and effectively.

Everyone at Riverside Academy has the right to feel safe at all times. This means that anyone that knows that bullying is happening is expected to tell an adult in school.

Objectives

The aim of this policy is to ensure that all Governors, teaching and non-teaching staff, pupils and parents:

- have an understanding of what bullying is
- know what the Academy policy is on bullying, and what they should do if bullying arises
- know that as an Academy we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported;
- know that bullying will not be tolerated.

What is Bullying?

Bullying is defined as deliberately hurtful behaviour, which is unprovoked, repeated over a period of time. Bullying results in pain or distress to the victim.

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (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 rumors, teasing;
- **Cyber** all areas of internet (such as email & social media misuse) threats by textmessaging & calls and misuse of associated technology, i.e. camera & video facilities.

How will the school deal with bullying?

- Through ensuring that the whole Academy understands what bullying means, including what a person displaying bullying behaviour is, what a victim is and what a bystander is.
- Making clear that a zero-tolerance approach to bullying is in place in the Academy.
- Encouraging children to report incidents.
- Stressing the role of the bystander – the person who can intervene and help the situation. Research shows that bullying will stop in less than 10 seconds nearly 60% of the time when peers intervene (Pepler). We encourage the bystander to get involved e.g., get an adult, as opposed to watching and colluding any bullying they witness.
- Taking incidents seriously, investigating and if necessary, acting upon them quickly and fairly.
- Having a behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom.

- Rewarding positive behaviour and relationships as outlined in our behaviour policy
- Providing opportunities to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities. This will be through whole Academy events (such as Anti-bullying week) and through key stage assemblies and PSHE lessons
- Develop children's own resilience through a PSHE curriculum and through our school's value system. This may involve exploring feelings through role play and viewing bullying situations from both sides.
- Providing a structured, well-staffed playground environment with a variety of activities/equipment for pupils to play with during school breaks.

When Dealing with Bullying the Staff will:

- Respond sensitively and listen carefully.
- Investigate the incident, ensuring any bullying has stopped.
- Record all incidents of bullying on relevant incident forms and keep them on file.
- In the first instance meet with the child displaying bullying behaviour and victims individually.
- If appropriate, facilitate a meeting between the child bullying and victim as an opportunity for the child displaying bullying behaviour to understand how their actions have affected the victim.
- Contact the parents of both the victim and the child displaying bullying behaviour to discuss the problem.

Sanctioning Bullying

Purely punishing pupils does not end bullying. At Riverside Academy we stress that it is the bullying behaviour, rather than the person doing the bullying, that is not acceptable. The child displaying bullying behaviour will be encouraged to understand how their actions have caused distress.

Pupils who use bullying behaviour are to be disciplined in line with the Academy's Behaviour Policy; this may involve the following sanctions: time out with a member of the Senior Leadership Team, an internal exclusion, fixed term suspension (at the discretion of the Head teacher). We will ensure all actions are fully communicated to the relevant parties and recorded using the Academy's record-keeping procedures.

Staff are available to ensure the victim of bullying behaviour is supported in rebuilding their confidence. Support for the child bullying will include liaison with parents/ careers and possible referrals to outside agencies.

Monitoring and Review

- Riverside Academy's Anti-Bullying Policy is written in-line with REACh2 and DCSF Guidelines as well as other best practice organisations such as Kidscape. All safeguarding policies are reviewed every year to assess their effectiveness. Input from relevant stakeholders: parents, pupils (via student council/pupil surveys and assemblies), staff and Governors is encouraged.
- The number of bullying incidents are monitored by the Assistant Headteachers and Headteacher and are reported to Governors.
- The Academy's Anti-Bullying Policy supports other pastoral policies such as our Behaviour Policy, Safeguarding & Child Protection Policy and Positive Handling Policy.

Further Guidance for Children

- Do not use bullying behaviour – it is not kind.
- If you see someone being treated unkindly- help them or tell an adult.
- If you think that you are being bullied tell someone on your network.
- Speak to your teacher – don't exaggerate, be honest and stick to the facts. Write it down or draw a picture if it helps you explain. If it does not stop, tell the teacher again.

Further Guidance for Parents

If your child tells you that they are being bullied:

- Listen to your child;
- Try not to over-react;
- Tell your child that bullying exists and it's not their fault.
- Check all the facts – is it bullying or friendship problems, which may resolve naturally? Is it an isolated incident or a pattern over behaviour over time (a number of weeks)
- Talk about possible strategies for your child to use – try the websites listed at the end of the policy.
- Encourage your child to tell a teacher.
- If the situation is serious, contact the class teacher yourself.

Help from outside agencies:

- You may find the following web sites useful:
- www.bullying.co.uk
- www.bbc.co.uk/education/archive/bully
- www.childline.co.uk
- www.antibullying.net
- www.kidscape.org.uk

You may find the following telephone numbers useful:

- Advisory Centre for Education (ACE): 0808 800 5793
- Children's Legal Centre: 0845 345 4345
- KIDSCAPE Parents Helpline (Mon-Fri, 10-4): 0845 1 205 204
- Parentline Plus: 0808 800 2222
- Youth Access: 020 8772 9900