



**Reynolds
Academy**

Anti-Bullying Policy

Date reviewed:	November 2023	
Approved by:	CEO	TBC
Next review due by:	November 2025	

For Office Use Only:

Policy Version: 1.0

To make changes to this policy, please
email admin@lincolnshiregateway.co.uk.

Reynolds Academy has a clear ethos and vision which is shared with ALL stakeholders. We believe that all members of our community should:

- **Respect** each other at all times.
- **Inspire** those around us by taking positive actions.
- Be **Courageous**, facing challenges head on and doing the right thing even if it may not be easy.

These values underpin how we expect ALL stakeholders to interact with one another, and also when adhered should eradicate all forms of bullying.

The act of bullying, either in Reynolds Academy or out of the Academy, will not be tolerated. It is the responsibility of all (parents, staff - including non-teaching, and children) to report a bullying incident to any member of the teaching staff.

We believe that each child has the right to enjoy their learning and social time at Reynolds Academy and that this should be free from intimidation of any kind.

The Academy defines bullying as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Therefore, any repeated or habitual unkind action or comment, including via the use of electronic media, which is intended to hurt an individual will be called bullying. It is important that it must not be confused with childhood squabbles and arguments where individuals fall out with one another.

It is important that all bullying incidents are reported; children should be encouraged to tell of any bullying that takes place.

1. Bullying can be:

- Emotional - humiliating someone, being unfriendly, excluding, tormenting, spreading rumours, whether true or not.
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Driven by a prejudice - this may be homophobia, racism or victimising those who have special needs or disabilities. It may be due to home circumstances.
- Cyber Bullying - any form of bullying using a mobile phone or the internet, chat room, social networking sites, instant messaging or email.

An additional record will be kept for Equality Related Incidents regarding Disability, Race, Age, Religion and Sexual Orientation.

Bullying will be dealt with seriously. Senior and Pastoral staff are very experienced in dealing with bullying incidents and will advise/support any member of staff who has to deal with any such incident.

When a case of bullying is reported, either verbal, physical or via electronic devices, staff must react to the situation as soon as possible. It is also important that staff are alerted to signs of bullying within their classes or tutor groups.

There are several courses of action available, depending on the nature and severity of bullying.

They include:

- Interview with the bully/perpetrator
- Interview with the victim
- Interview witnesses
- Interview bully/perpetrator and victim together.
- Incident logged on SIMS

If the bullying is serious, then

- Parents/carers of both the victim and the bully should be contacted
- All incidents should be logged
- Appropriate staff alerted so that more acute observation can take place.

The Academy will make sure that whatever the outcome of investigations all parties will be left in no doubt as to the effects of bullying and the Academy's Policy - that is:

- Parents/carers of both bullies and victims will need to be informed where appropriate of the outcome of the investigations and of any immediate sanctions or likely sanctions should there be a recurrence.
- Victims will be reassured (if appropriate, in the presence of the bully), and instructed to inform staff of any further occurrence.
- A log of all reported bullying should be kept. In the case of racial harassment or equality related incidents, an additional incident form must be completed.

Bullying can be deterred by:

- Allowing and encouraging children to have clear channels of communication with their class teacher and members of the senior and pastoral team.
- Providing a place where a child can talk in confidence.
- Incorporating a regular 'slot' on bullying into the assembly and the PSHE programme of study.
- Maintaining even closer links with home and Academy to improve lines of communication.
- Regular reviewing of supervision duties at break and lunch.
- Dealing quickly and firmly with incidents of bullying. In extreme cases this may include suspension of the bully (or permanent exclusion).
- Supporting staff in the development of their abilities to handle children in emotionally tense situations.
- Encouraging children to take responsibility for themselves and others, by observing the Academy's Code of Conduct and Anti-Bullying Policy.
- Informing children about the appropriate use of electronic devices and media.

AS A PARENT/CARER

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend the Academy, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the Academy IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the Academy Policy concerning bullying and that they should not be afraid to ask for help.

2. Bullying outside school premises

Headteachers have a specific statutory power to discipline children for poor behaviour outside of school premises. Section 89 (5) of the Education and Inspections Act 2006 gives Headteachers the power to regulate children conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as a school or public transport, outside the local shops, in a town or village centre. The Headteacher will also consider whether it is appropriate to notify the police. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the Police will always be informed.

3. Child on child abuse

Due to the nature of child on child abuse the response to any allegations will be dealt with in the same manner as any form of bullying i.e., from a zero-tolerance point of view, in a timely manner and in line with the Academy Behaviour Policy and Safeguarding and Child Protection Policy.

4. Cyberbullying

Cyberbullying may be defined as 'the use of electronic communication, particularly mobile phones and the internet, to bully a person, typically by sending messages of an intimidating or threatening nature: children and adults may be reluctant to admit to being the victims of cyberbullying'. It can take a number of different forms: threats and intimidation, harassment or 'cyber-stalking' (e.g. repeatedly sending unwanted texts or instant messages), sexting (e.g. sending and receiving sexually explicit messages, primarily between mobile phones) vilification/defamation, exclusion/peer rejection, impersonation, unauthorised publication of private information/images and 'trolling' (abusing the internet to provoke or offend others online). It can be an extension of face-to-face bullying, with technology providing the bully with another route to harass their target.

Education Law:

The Education and Inspections Act 2006 (EIA 2006) outlines some legal powers which relate more directly to cyberbullying. Head teachers have the power 'to such an extent as is reasonable' to regulate the conduct of pupils when they are off the school site.

The Act also provides a defence for staff in confiscating items such as mobile phones from pupils. This is a whole school policy which also applies to Page 2 of 5 the Early Years Foundation Stage and Boarding Version 1.10 – October 2022.

Civil and Criminal Law

There is not a specific law which makes cyberbullying illegal but it can be considered a criminal offence under several different acts including Protection from Harassment Act (1997), Malicious Communications Act (1988), Communications Act (2003) Obscene Publications Act (1959) and Computer Misuse Act (1990)

As with all types of bullying the best way to deal with cyberbullying is to prevent it happening in the first place. The Academy will use various approaches to impose a comprehensive and effective approach.

The Senior Leadership Team (SLT) and Designated Safeguarding Lead (DSL) will:

- Incidents of cyberbullying both inside and outside of the Academy will be dealt with in line with the Anti-bullying policy, Behaviour Policy and Safeguarding and Child Protection Policy.
- Policies making reference to cyberbullying will be regularly reviewed and updated.
- Ensure all staff are aware that they need to report any concerns they may have regarding cyberbullying to the DSL).
- Ensure all staff are aware of their Prevent duties
- Regularly provide training for all staff on Cyberbullying and the Prevent strategy so that they feel confident to identify both cyberbullying and identify children at risk of being drawn into terrorism and to challenge extremist ideology.
- Cyberbullying will be covered as part of PSHE lessons and in the wider curriculum where appropriate.
- Were appropriate to work with external agencies to deliver support and information to pupils, parents and staff.
- The Academy will respond to cyberbullying in the same way as any other form of bullying
- The Academy will deal with inappropriate use of technology in the same way as other types of inappropriate behaviour and sanctions will be given in line with the Academy Behaviour Policy.

BULLYING is a serious offence and will NOT be tolerated under any circumstances at our Academy.

5. The Academy will review the policy every two years and assess its implementation and effectiveness.