Anti Bullying Policy

The Rushmere Academy

November 2026

PERSON RESPONSIBLE FOR POLICY:	***MICHELLE HARVEY***
APPROVED:	***GABRIELLE BARTON***
SIGNED:	*MICHELLE HARVEY* *GABRIELLE BARTON*
TO BE REVIEWED:	***SEPTEMBER 2027***

UKPRN: 10044130 | Legal Address: 20 Francis Street, Northampton, NN1 2NZ
Tel: 01604 635586 / 07729090459

POLICY STATEMENT

This policy applies to all pupils and staff at the Rushmere Academy.

POLICY AIMS

With this policy we aim:

- • to maintain a positive and supportive culture among learners and staff
- • to deter Bullying behaviour, detect it when it occurs, and deal with it by counselling and / or disciplinary sanctions and, if necessary, by termination of the provision.

Bullying will not be tolerated at Rushmere because:

- it is harmful to the person who is bullied, and to those who engage in Bullying behaviour, and those who support them, and can in some cases lead to lasting psychological damage and even suicide
- it interferes with a learners right to enjoy his / her learning and leisure time free from intimidation; and
- **This policy will also apply to Bullying behaviour outside of Rushmere if staff become aware of it.**

BULLYING BEHAVIOURS

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying may be:

- Physical: Hitting, kicking, pushing people around, spitting; or taking, damaging or hiding possessions
- Verbal: Name-calling, taunting, teasing, insulting or demanding money
- Exclusionary behaviour: Intimidating, isolating or excluding a person from a group
- General unkindness: Spreading rumours or writing unkind notes, phone texts or emails; or
- Cyberbullying: Using the internet, mobile telephones, social networking sites (such as Instagram and snapchat) etc deliberately to upset someone else

Bullying may also be:

- sexual - talking to or touching someone in a sexually inappropriate way
- sexist - related to a person's gender or gender reassignment
- racist, or regarding someone's religion or culture
- related to a person's sexual orientation (homophobic)
- related to pregnancy or maternity
- related to a person's home circumstances; or
- related to a person's disability, special educational needs, learning difficulties, health or appearance.

Rushmere has a separate policy which deals with "cyberbullying" , see e-safety policy.

Intention:

Not all Bullying is deliberate or intended to hurt. Some individuals may see their hurtful conduct as "teasing" or "a game" or "for the good of" the other person. These forms of Bullying are equally unacceptable but may not be malicious and can often be corrected quickly with advice .

Responsibility:

It is everyone's responsibility to ensure, whatever the circumstances, that no-one becomes a victim of Bullying. A person may be vulnerable to Bullying because of his / her age, physical appearance, nationality, colour, gender, sexual orientation, religion, culture or disability, or because he / she is new at Rushmere, appears to be uncertain or has no friends. He / she may also become a target because of an irrational decision by a bully.

Legal aspects:

A person who makes a physical or sexual assault on another, or who steals or causes damage to the property of another, commits a criminal offence and also a civil wrong known as a "tort" for which there can be legal consequences outside of Rushmere. Bullying behaviour may also be regarded as threatening behaviour or harassment which can be either a criminal offence or a civil wrong..

Anti-bullying culture:

We expect all staff and learners at Rushmere to adopt an anti-bullying culture:

- a pupil or a member of staff who witnesses or hears of an incident of Bullying will report it
- a complaint of Bullying will always be taken seriously; and
- no one will tolerate unkind actions or remarks or stand by when someone else is being bullied.

Equal opportunities:

- discriminatory words and behaviour are always treated as unacceptable
- positive attitudes are encouraged

Staff:

Through their training and experience, members of staff are expected to promote an anti-Bullying culture by:

- celebrating achievement
- anticipating problems and providing support
- disciplining fairly, consistently and reasonably, taking into account any special educational needs or disabilities of the pupil and the needs of vulnerable learners
- making opportunities to listen to learners and
- acting as advocates of learners

Learners:

Learners are informed and taught that Bullying will not be tolerated at Rushmere. They are encouraged:

- to celebrate the effort and achievements of others
- to hold and promote positive attitudes
- to feel able to share problems with staff
- to turn to someone they trust, if they have a problem
- not to feel guilty about airing complaints.

Meetings:

Bullying is regularly discussed in meetings between:

- Staff and Senior Management Team.
- Learners and staff

The result of these meetings is to feedback any relevant information regarding bullying or potential bullying.

Education:

Rushmere make an effort to ensure that bullying is visited in a learners induction and throughout the academic year.

Staff training:

Appropriate training in all aspects of care is arranged to ensure that the Welfare team have the necessary professional skills.

Record keeping and monitoring:

Staff maintain records of individual learners and contact with parents/carers. An incident must be completed if an incident of bullying has occurred. This includes an action plan of what will happen.

Reporting Bullying complaints:

A learner who is being bullied, or who is worried about another learner being bullied, should complain without delay and can do so in several ways. He / she can:

- tell his / her parents, his / her form tutor, any other member of staff or a responsible older pupil; alternatively
- contact Childline (0800 1111); or
- contact the Local Children's Care Services (telephone: 03001 261006) for advice.

Parents who are concerned that their child is being bullied should inform a member of staff at Rushmere. If a parent feels that their child is being bullied by a member of staff they should report this to a Senior Member of staff immediately.

Staff: This policy focuses mainly on the Bullying of learner by learner although it is recognised that a staff member could be a victim and on occasion may be perceived to be guilty of Bullying. This should be reported to a Senior Member of staff

Complaints against Tutors will be dealt with in accordance with the staff disciplinary procedures.

Initial complaint:

A person in authority who learns of alleged Bullying behaviour should:

- firstly, respond quickly and sensitively by offering advice, support and reassurance to the alleged victim,
- then complete an incident form and discuss the course of action with a member of SLT.

Assessment:

SLT will normally see the victim and (unless the case is very serious) any witnesses without delay and form an initial view of the allegation. The assessment will consider:

- the nature of the incident(s) - physical? verbal? exclusionary? etc
- is it a "one-off" incident involving an individual or a group?
- is it part of a pattern of behaviour by an individual or a group?
- has physical injury been caused? Who should be informed – Home school contact? Home school DSL Parents? Rushmere Designated Safeguarding Lead? Children's Social Care Services? The police?
- what is the likely outcome if the complaint proves to be correct?

At this stage, the possible outcomes for an incident which is not too serious include:

- there has been a misunderstanding which can be explained sympathetically to the alleged victim with advice to the alleged bully; or
- the complaint is justified in whole or in part, and further action will be taken

Serious incident:

If SLT believes that serious Bullying behaviour has occurred involving a learner; or has recurred after warnings have been given to the "bully", he / she must inform the DSL. The Designated Safeguarding Lead will then:

- interview the alleged victim, bully and any witnesses separately, in order to establish the facts of the case. He / she may decide to ask the another member of staff to be present; and this should be recorded on an incident form.
- SLT will interview the alleged victim and bully separately: - to confirm the facts of the case, if considered necessary; and - to decide on the action to be taken in accordance with the range of action set out below.
- SLT will notify the parents of the victim and bully giving them details of the case and the action being taken.

Action following bullying:

When a complaint is upheld the range of responses will include one or more of the following:

- advice and support for the victim and, where appropriate, establishing a course of action to help the victim including support from external services if required
- advice and support to the bully in trying to change his / her behaviour. This may include clear instructions or a behaviour contract

- consideration of the motivation behind the Bullying behaviour. Considerations that this behaviour could be the result of the bully being at risk of harm, Rushmere's child protection procedures will be followed if required to do so
- supervised meeting between the bully and the victim to discuss their differences and the ways in which they may be able to avoid future conflict
- sanction against the bully, in accordance with the Rushmere behaviour and discipline policies. In a very serious case or a case of persistent Bullying, a learner may have their place at Rushmere terminated
- action to break up a "power base" – move of groups
- moving either the bully or victim to another group after consultation with the learner, his / her parents and the staff
- involving Children's Social Care or the police
- notifying the parents of one or both learners about the case and the action which has been taken
- noting the outcome in personnel database

Monitoring:

The position should be monitored for as long as necessary thereafter. Action may include:

- sharing information with some or all staff and with learners in the group so that they may be alert
- ongoing support
- vigilance
- mentioning the incident at meetings
- reviewing vulnerable individuals

Formal complaint:

If the victim or his / her parents/carers are not satisfied with the action taken, they should be advised to make a formal complaint, according to the complaints policy.

Review:

This policy will be reviewed every year by Rushmere to assess its effectiveness, and will be updated as necessary. In undertaking the review we will take into account the changes in legislation and / or statutory guidance.