



**THE ADEYFIELD ACADEMY**  
LEARNING WITHOUT LIMITS



## **ANTI-BULLYING STUDENT CHARTER WRITTEN BY THE GOODWILL AMBASSADORS**

At The Adeyfield Academy, we believe that everyone deserves an environment that is kind, supportive and inclusive so that every person is able to feel safe, secure and free to learn without limits. The Adeyfield Academy prides itself on receiving the gold kite mark for the All Together Anti-Bullying School Programme.

What is bullying?

*“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”.*

Bullying incidents need to be reported as quickly as possible so that they can be dealt with. Keeping it to yourself or among your group of friends is not a healthy way to deal with this kind of upsetting situation. The sooner you report an incident, the sooner it can be dealt with and a positive feeling of safety and security can return.

### **How to report a bullying incident at The Adeyfield Academy**

There are a number of ways for you to do this:

- *You can report what has happened to an adult in school who you feel safe talking to.*
  - \* This adult will listen carefully, without judgement and record what you have to say. Reporting the incident is the correct thing to do
  - \* Your trusted adult will then refer the incident to the appropriate pastoral member of staff – usually your Form Tutor or Head of Year
  - \* The pastoral member of staff will then follow up your report
- *You can use the ‘Report Bullying’ button on our RM unify page*
  - \* This information will then be referred to the appropriate pastoral member of staff – usually the Form Tutor or Head of Year
  - \* The pastoral member of staff will then follow up the report
- *You can tell a trusted adult at home who can then get in touch with school on your behalf*
  - \* This information will then be referred to the appropriate pastoral member of staff – usually the Form Tutor or Head of Year
  - \* The pastoral member of staff will then follow up the report

### **What does ‘follow up the report’ mean?**

- Talking to anyone who is named in your report – either because they are a witness to what happened or are directly involved in what happened and writing down what they say as evidence of the situation



- Then following up on any information that does not match up, to make sure the pastoral member of staff gets an honest, clear picture of what happened.

This will all be done swiftly, sensitively but as thoroughly as possible so that you do not get worried about the outcome.

## Dealing with bullying incidents

Incidents of bullying are very unsettling and can lead to serious issues regarding a person's feelings of safety and wellbeing. For this reason, all incidents that are reported are taken seriously and investigated immediately and thoroughly. Any student who is reported as a target of bullying will be offered support and the opportunity to discuss their experience to rebuild their confidence and a feeling of security in school.

There are a number of possible outcomes for dealing with bullying behaviour. Appropriate sanctions will be implemented in line with the school's Behaviour Policy. These will be graded according to the seriousness of the incident but will send out a strong message that bullying is unacceptable.

- Restorative justice
- Peer Mentoring
- Exclusion from certain areas in the school grounds or certain school activities
- Detention
- Silent Study
- In persistent cases, the use of exclusions will be implemented
- If the need should arise the school will involve external agencies

**Restorative Justice** – where anyone found to have committed a bullying incident makes amends for their behaviour with an apology and follow up work on the impact of bullying on individuals.

**Peer Mentoring** – goodwill ambassadors providing support as well as knowledge and skills.

**Exclusion from certain areas in the school grounds or certain school activities** – for example not being able to go to identified areas like the courts or the LRC. Alternatively, not being able to participate in extra-curricular activities, including fixtures. This will be supported by follow up work on the impact of bullying on individuals.

**Detention** – either with Head of Year or SLT, along with follow up work on the impact of bullying on individuals.

**Silent Study** – this can be either at socialisation times (i.e. break and lunch) or for the whole school day depending on the incident.



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## Who decides on the sanction for the bullying behaviour?

This will depend on the seriousness of the incident. Bullying that involves a student sustaining an injury or a situation that is persistent and ongoing, especially if there has already been school involvement will obviously be given a much stronger sanction than others will. No matter the size of the incident, The Adeyfield Academy has a 0% tolerance for any form of bullying.

The Head of Year in conjunction with SLT will decide the level of the sanction. This is to ensure that each case is dealt with fairly and consistently across the whole school. The Adeyfield Academy fully understands that each case of bullying will be different and will have a personal impact on the student.

In line with a person's right to privacy there is no precedent for the school to feedback to the target of the bullying incident what the outcome is for the perpetrator. This is because all parties involved need to acknowledge the incident, trust staff to take it seriously and award the appropriate sanction and then move forward with a positive and supportive attitude.

## Supporting Organisations and Guidance:

**Anti-Bullying Alliance:** [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

**Beat Bullying:** [www.beatbullying.org](http://www.beatbullying.org)

**Childline:** [www.childline.org.uk](http://www.childline.org.uk)

**Kidscape:** [www.kidscape.org.uk](http://www.kidscape.org.uk)

**MindEd:** [www.minded.org.uk](http://www.minded.org.uk)

**NSPCC:** [www.nspcc.org.uk](http://www.nspcc.org.uk)

**The Diana Award:** [www.diana-award.org.uk](http://www.diana-award.org.uk)

**Victim Support:** [www.victimsupport.org.uk](http://www.victimsupport.org.uk)

**Young Minds:** [www.youngminds.org.uk](http://www.youngminds.org.uk)

**Young Carers:** [www.youngcarers.net](http://www.youngcarers.net)

### Cyberbullying:

**Childnet International:** [www.childnet.com](http://www.childnet.com)

**Digizen:** [www.digizen.org](http://www.digizen.org)

**Think U Know:** [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

### LGBT:

**EACH:** [www.eachaction.org.uk](http://www.eachaction.org.uk)

**Pace:** [www.pacehealth.org.uk](http://www.pacehealth.org.uk)

**Schools Out:** [www.schools-out.org.uk](http://www.schools-out.org.uk)

**Stonewall:** [www.stonewall.org.uk](http://www.stonewall.org.uk)

### Racism and Hate:

**Anne Frank Trust:** [www.annefrank.org.uk](http://www.annefrank.org.uk)

**Kick it Out:** [www.kickitout.org](http://www.kickitout.org)

**Report it:** [www.report-it.org.uk](http://www.report-it.org.uk)

**Stop Hate:** [www.stophateuk.org](http://www.stophateuk.org)

**Show Racism the Red Card:** [www.srtrc.org/educational](http://www.srtrc.org/educational)