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Arnold Hill
Academy

Be inspired and achieve together

17th September 2019

Dear Parent/Carer

Re: Anti-Bullying

At Arnold Hill Academy we aim to provide a safe, caring and friendly climate for learning for all our students to allow them to improve their life chances and help them maximise their potential. We would expect students to act safely and feel safe in school, including understanding the issues relating to bullying and having the confidence to seek support from school should they feel unsafe, witness or experience bullying. We would also want parents and carers to feel confident that their children are safe and cared for at Arnold Hill Academy and incidents, when they do arise, are dealt with promptly and effectively.

As an Academy, "respect" is at the heart of the Arnold Hill Way in terms of having respect for each other, being kind and being nice. We know that this sometimes does not happen and we are always striving to ensure that bullying is something we do not have in our school community. However, if and when it does happen, we want students and parents to know what they can do and what we will do as an Academy. This letter is to share with you how you can report any concerns and the actions we will take. Our students are already aware of this as it was something we shared during the first few days of the new term.

Bullying is defined as 'the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face to face or online.'

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?
- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent and repetitive.
- Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying.

Arnold Hill Academy is part of the Spencer Academies Trust
Registered office: Arthur Mee Road, Stapleford, Nottingham NG9 7EW
The company's registered number is 7353824

What should you do if your child is being bullied/a child they know is being bullied?

Our Academy has a clear system to report bullying, this includes those who may be being bullied or have witnessed bullying behaviours. For students and parents the following can be done to report any form of bullying:

- Parents/Carers can call school – reception will share this directly with Miss Garrad, Assistant Head, who leads on Anti-Bullying. She will get back to you within 48 hours.
- Email the Anti-bullying email address - AHA_Anti-bullying@arnoldhillacademy.co.uk – the email goes straight to Miss Garrad.
- Parents and students can share this with any member of staff

All reported incidents will be taken seriously and investigated. The Academy will support you and your child.

What will the Academy do?

Each report is treated individually and therefore actions and conversations will be unique to that report. As an Academy, when a report is made we will:

- **On the day** – contact the students involved to find out what has happened and we will inform parents.
- **The day after** – contact students and parents to update on any further actions, restorative conversations or sanctions if appropriate.
- **A week after** – contact student and parents to follow up after the initial incident in case of any repeated or different behaviours.
- **Two weeks after** - contact student and parents to follow up after the initial incident in case of any repeated or different behaviours

This is to ensure that, where possible, there is no further repeat of the bullying. However, if during this timeframe/between calls – there are any incidents and concerns – please notify your child's Head of Year or Miss Garrad.

Please do not hesitate to contact me at school should you have any questions regarding our anti-bullying policies and procedures.

Yours faithfully

Miss S Garrad
Assistant Head Teacher