

Anti- Bullying Policy

Signed:

Chair of Governors: A. Jenkins *A. Jenkins*

Executive Headteacher: S. Stevenson *S. Stevenson*

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Review date: Summer 2027

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally.

There are many definitions of bullying, but most consider it to be:

- Deliberately hurtful (including aggression);
- Repeated often over a period of time, while recognising that even a one-off incident can leave a learner traumatised and nervous of future recurrence; and
- Difficult for victims to defend themselves against.

Bullying takes many forms such as physical, verbal, social exclusion and the misuse of mobile phones and Internet social media sites (cyber-bullying). It is our duty to look out for all signs of bullying and to take the appropriate action to stop it. We will deal with all incidents of alleged bullying.

This policy applies to all forms of bullying including:

- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people
- Race (racist bullying)
- Religion or belief
- Culture or class

We believe by creating a safe, secure and caring school environment we will encourage all pupils to report any incident of bullying to a member of the school staff.

Under no circumstances will we tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively as we wish to promote the wellbeing of all pupils.

AIMS OF THE POLICY

- To develop a school environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.
- To work with other schools to share good practice in order to improve this policy.

The Governors will not condone any bullying and has:

- Delegated powers and responsibilities to the Headteacher, through the school pastoral system, to eliminate all forms of bullying, to keep records of all incidents of bullying and the different types of bullying
- Delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy
- Responsibility for ensuring that the school complies with all equalities legislation
- Responsibility for ensuring this policy and all policies are maintained and updated.

The Executive Headteacher supported by the SLT must:

- Implement this policy.
- Ensure that all school personnel are aware of the policy.
- Work to create a safe, secure, caring and friendly school environment for all the children.
- Ensure school personnel have a clear understanding of the extent and nature of bullying that may take place in school.
- Ensure that the PSHE curriculum deals with anti-bullying.
- Investigate all reported incidents of bullying.
- Ensure that all pupils understand that bullying is wrong.
- Ensure that all parents aware of this policy and that we do not tolerate bullying.
- Keep records of all incidents of bullying.
- Use records of incidents effectively to track pupils through school.
- Support any pupil who has been bullied.
- Encourage any bully to change their behaviour.
- Impose sanctions on any pupil who continues to bully.
- Consider permanent exclusion in the most serious incidents of bullying.
- Use a multi-agency approach to support pupils who experience bullying.
- Ensure effective supervision is in place between lessons, break times and lunchtimes.
- Provide guidance, support and training to all staff.
- Report termly the number of incidents of bullying and the outcomes to the Directors
- Monitor the effectiveness of this policy by monitoring:
 - The number of recorded incidents in an academic year.
 - The types of bullying that occur in an academic year.
 - How swiftly incidents of bullying are dealt with.

School Staff must:

- Comply with this policy.
- Be aware of all other linked policies.
- Be aware of the signs of bullying in order to prevent bullying taking place.
- Report all incidents of bullying.
- Investigate all reported incidents of bullying.
- Take all forms of bullying seriously.
- Make sure that all pupils know what to do if they are bullied.
- Encourage pupils to report any incidents of bullying to any member of the school staff.
- Support any pupil who has been bullied.
- Raise awareness of the wrongs of bullying through PSHE.
- Use preventative strategies such as buddy systems.
- Undertake the appropriate training.
- Implement the school's equalities policy and schemes.
- Report and deal with all incidents of discrimination and bullying.
- Report any concerns they have on any aspect of the school community.

Pupils must:

- Report if they are being bullied.
- Report if they see someone being bullied.
- Discuss ways of preventing bullying through PSHE.
- Listen carefully to all instructions given by the teacher.
- Ask for further help if they do not understand.
- Treat others, their work and equipment with respect.
- Talk to others without shouting and will use language which is neither abusive nor offensive.

Parents must:

- Be aware of and support this policy.
- Report to the school any concerns they have of their child being bullied.
- Be assured that the school will deal with all incidents of bullying.
- Be assured that they will be informed of incidents and will be involved in discussions.

Keeping records of incidents:

- Records will be kept in a uniform and systematic way following the school's system of ScholarPack and MyConcerns.
- All reported incidents of bullying are investigated, dealt with and recorded.
- Records will be kept of all incidents as well as specific types of bullying and their outcomes.
- All incidents are categorised according to the protected characteristics which gives a clear picture of patterns of behaviour over each term / academic year.
- Records of incidents will be used to effectively track pupils through school.
- Parents are informed of all events and what actions have been taken.