



# Anti-Bullying Policy

*Maximum Effort for Maximum Achievement*

## **Anti-Bullying Policy**

### **1 Introduction**

- 1.1 Bullying is any action (such as hurtful teasing, verbal abuse, intimidating behaviour) taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. Bullying is often sustained over a period of time but one-off behaviour may also amount to bullying. Bullying could also include written comments made via text, WhatsApp or on social networking sites i.e. cyber bullying. Bullying is not one-off disagreements or arguments between two children.

### **2 Aims and Objectives**

- 2.1 Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying in any form is strictly prohibited and therefore regarded as unacceptable.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without being subjected to bullying behaviours.
- 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of any bullying behaviours in our school.

### **3 The Role of Trustees**

- 3.1 The Trust Board supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Trust Board does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- 3.2 The Trust Board monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The trustees require the headteacher to keep accurate records of all incidents of bullying and to report to the trustees on request about the effectiveness of school anti-bullying strategies.
- 3.3 The Trust Board responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Trust Board notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the Trust Board.

### **4 The Role of the Headteacher**

- 4.1 It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The headteacher reports to the Trust Board about the effectiveness of the anti-bullying policy on request.

- 4.2 The headteacher ensures that all children know that bullying is wrong, and that it is prohibited and unacceptable behaviour. The headteacher draws the attention of children to this fact at all suitable and appropriate opportunities. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being held accountable with appropriate consequences.
- 4.3 The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 4.4 The headteacher sets the school climate of mutual support and praise for success, which positively contributes towards eliminating bullying behaviours. When children feel they are included, important, and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

## **5 The Role of the Teacher**

- 5.1 Teachers in our school take all forms of bullying seriously and intervene if they witness anything potentially concerning to prevent incidents from taking place.
- 5.2 If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If previous measures have not succeeded and a child continues to be subjected to bullying over a sustained period of time, then, after consultation with the headteacher, the teacher informs the child's parents.
- 5.3 We keep an anti-bullying logbook in the Headteacher's Office where we record all incidents of bullying. If any adult witnesses an act of bullying, this should also be recorded in the logbook.
- 5.4 If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and consequences for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. We also provide children with strategies to help prevent bullying from occurring again.

If a child is repeatedly involved in bullying other children, we inform the headteacher and the Inclusion Manager. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as social services.

- 5.5 Teachers attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

- 5.6 Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

## 6 The Role of Parents

- 6.1 Parents who are concerned that their child might be being subjected to any form of bullying behaviour, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- 6.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.
- 6.3 It is also expected that parents respect the school's approach in how to appropriately manage any instance of bullying behaviours.

## 7 Monitoring and Review

- 7.1 This policy is monitored on a day-to-day basis by the headteacher, who reports to trustees about the effectiveness of the policy on request.
- 7.2 This anti-bullying policy is the trustees' responsibility and as such, they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, and by discussion with the headteacher. Trustees analyse information with regard to gender, age, disability and ethnic background of all children involved in bullying incidents.

Policy Date: Spring 2024

Review Date: Spring 2025