



ALL SAINTS

ACADEMY TRUST

Anti-Bullying Policy

Introduction

Bullying is continual, repetitive, wilful, persistent action taken by one or more persons with the deliberate intention of hurting another person or persons, either physically or emotionally. It involves an imbalance of power. The following aims and objectives refer to all individuals involved in school life, whether child or adult.

See in conjunction with Positive Behaviour and Relationships Policy.

Aims and objectives

Bullying is wrong and damages the individual. We therefore do all we can to prevent it, by developing a school ethos in which bullying and harassment are regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can work, learn and play without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

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 in our school.

What types of bullying are there?

- Emotional (being unkind, excluding or isolating, tormenting, ridicule, manipulation or coercion, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing, threats, belittling)
- Physical (pushing, kicking, hitting, punching, biting, pinching or any use of violence)
- Online/Cyber (all areas of the internet, email, and social networks, threats by message or calls or the misuse of technology i.e. camera or video facilities on a mobile phone)
- Racist (taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexual gestures, homophobic abuse)
- Indirect - Can include the exploitation of individuals.

The role of Trustees

To support the Executive Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Trust does not accept bullying taking place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Trust is able to monitor the incidents of bullying that occur through Executive Headteacher's reports and monitoring of recording systems, it reviews the effectiveness of the school policy. The Trust requires the Executive Headteacher to keep accurate records of all incidents of bullying and to report to the Trust on request about the effectiveness of school anti-bullying strategies.

The Trust will respond to any direct request to them from a parent to investigate incidents of bullying. In all cases, the Trust notifies the Executive Headteacher and asks her to conduct an investigation into the case and to report back to a representative of the Trust.

The role of the Executive Headteacher

It is the responsibility of the Executive 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 Executive Headteacher is available for staff to discuss any concerns. The Executive Headteacher reports to the Trust about the effectiveness of the anti-bullying policy on request.

The Executive Headteacher ensures that everyone knows that bullying is wrong, and that it is unacceptable behaviour in this school and to work pre-emptively to prevent a pattern of aggressive behaviour developing which could lead to bullying. The school promotes anti-bullying week and feeling safe questions are always included in pupil perception questionnaires. There is a strong emphasis on relationships between staff and pupils to ensure lines of communication are strong and children feel they will be listened to if they have concerns.

The Executive Headteacher supports the work of the teachers in class by using Collective Worship as a forum in which to discuss appropriate behaviour and ensures that all staff have access to sufficient training and literature (including the SEAL, Philosophy for schools/DIALS/No outsiders/RSHE materials – see Living Together Well 3 'I's document) to be equipped to deal with incidents of bullying.

The Executive Headteacher and her staff sets the school climate of mutual support and praise for success. When children feel they are important, cared for and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Records of instances that may, through the keeping of a chronology, turn out to be bullying are kept in the Executive Headteacher's office. The folder is labelled "Anti- Bullying Log" and records can be made due to pupil, parent or staff concerns. If the Executive Headteacher records that bullying is occurring in school parents/ carers of the parties involved will be contacted. This would be after evidence of systematic incidents was recorded. The school feels there is a responsibility to both children within a bullying situation and a supportive home school partnership for helping both children is crucial to solving any underlying issues.

Parents would be expected to support the school in the eradication of bullying. It may be suggested that the child attend sessions with the school pupil Thrive Practitioner, join a Social Skills group or other programme. Class time will also be allocated for use of the SEAL package anti- bullying materials. The behaviour of the child will be closely monitored for repeat offences and parents will be informed of progress, in most cases through a meeting in school, these will occur regularly. While in most cases we believe these actions will eradicate any instances of bullying, persistent offending after these sanctions and re-education programmes are exercised could result in exclusion (see Positive Behaviour & Relationships Policy).

The role of the teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Should an incident occur in or out of the classroom, teachers will inform the Executive Headteacher as soon as possible.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied and the parents will be informed. The school will work with them to remedy the situation.

We keep a concerns list in the staff room where we record anything we need to watch (these are viewed by MDSA staff too). Incidents are recorded.

All incidents of any kind will be dealt with respect, kindness and sensitivity.

Discussions regularly take place both formally and informally about managing behaviour and strategies for dealing with incidents are shared, so that all staff feel confident in our collective approach to behaviour management

Teachers support all children in their class and 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. We pride ourselves in creating a school where children feel they will be listened to.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

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.

Parents will be asked to discuss regularly progress and planned intervention to eradicate bullying.

Monitoring and review

This policy is monitored on a bi-annual basis by the Executive Headteacher, who reports to Trustees about the effectiveness of the policy on request.

The Executive Headteacher maintains this Anti-Bullying Policy as a non-statutory policy and Trustees will review its effectiveness as part of their commitment to monitoring safeguarding. The Executive Headteacher will report on safeguarding as part of the Executive Headteacher report and unresolved bullying concerns may be included.

Reviewed April 2023

Adopted on

Signed..... Executive Headteacher