

Inspirational Learning Academies Trust

ANTI BULLYING POLICY

Reviewed November 2017

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally

Aims and objectives

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

We aim, as a school to produce a safe and secure environment where all can learn 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 bullying in our school.

The role of Trustees

The Trustees supports the head teacher in all attempts to eliminate bullying from our academy. This policy statement makes it very clear that the governing body does not allow bullying to take place in our academy, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Trustees monitors the incidents of bullying that occur, and reviews the effectiveness of the policy regularly. The Trustees require the head teacher to keep accurate records of all incidents of bullying and to report to the trustees on request about the effectiveness of our anti-bullying strategies.

The trustees responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the trustees notifies the head teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the trustees.

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The role of the Head teacher

It is the responsibility of the head teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the academy's policy and know how to deal with incidents of bullying. The head teacher reports to the trustees about the effectiveness of the anti-bullying policy on request.

The head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this academy. The head teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the head teacher may decide to use assembly to discuss with other children why this behaviour was wrong, and the consequences of the behaviour.

The head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The head teacher sets the academy climate of mutual support within our happy, family academy and praise for success, so making bullying less likely.

When children feel they are important and belong to a friendly and welcoming academy where emphasis is placed on the development of good interpersonal relationships bullying is far less likely to be part of their behaviour.

The role of the teacher

Teachers in our academy take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the academy and pass this information onto the head teacher or senior leadership team. Complaints about bullying are logged in the complaints log.

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If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the head teacher, the teacher informs the child's parents.

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. If a child is repeatedly involved in bullying other children, we inform the head teacher and the special needs co-ordinator. We then invite the child's parents into the academy to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies.

Teachers have access to training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

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

The role of parents

Parents, who are concerned that the child might be bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. All such concerns, and how they are dealt with will be recorded in the complaints log.

Parents have a responsibility to support the academy's anti-bullying policy and to actively encourage their child to be a positive member of the academy.