

QUANTUM MULTI-ACADEMY TRUST



Anti-Bullying – PRIMARY SCHOOLS POLICY

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Introduction

Our school's define bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to).

The following is a list of indicators for staff:

1. Verbal bullying including derogatory comments and bad names
2. Bullying through social exclusion or isolation
3. Physical bullying such as hitting, kicking, shoving, and spitting
4. Bullying through lies and false rumours
5. Having money or other things taken or damaged by students who bully
6. Being threatened or being forced to do things by pupils who bully
7. Racial bullying
8. Cyber bullying (via mobile phone or Internet)
9. Homophobic, sexist, ageist, religious, & disability bullying

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 to produce a safe and secure environment where all children can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

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 governors/trustees

The local governing body and trust board support the headteacher in all attempts to eliminate bullying from their school. The local governing body and trust board will not condone any bullying at all in their school/s, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The local governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying, and to report to the governors/trustees about the effectiveness of school anti-bullying policy.

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. If they are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the trust's complaints procedure.

The board of trustees will monitor the effectiveness of this policy via the CEO/DCEO and the Executive Leadership Group.

The role of the headteacher

It is the responsibility of the headteacher to implement the trust's anti-bullying policy, and to ensure that all staff (both teaching and non-teaching) are aware of the policy and know how to identify and deal with incidents of bullying. The headteacher reports to the governing board and the DCEO about the effectiveness of the anti-bullying policy on request.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher will ensure that pupils are aware of what bullying is and the difference between bullying and a one-off incident of teasing. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished. The headteacher ensures that the school's curriculum covers positive friendships and positive relationships.

The headteacher ensures that all staff receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. The headteacher will record all bullying concerns and investigate all cases of possible bullying thoroughly. The parents/carers will be kept informed throughout this process.

The role of teachers and support staff

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

If school staff witness an act of bullying, they will refer it to the headteacher. Teachers and support staff do all they can to support the child who is being bullied. If the school feels a child is being bullied after consultation with the headteacher, the teacher or the headteacher informs the child's parents.

When any bullying takes place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying. The school may also offer support for the perpetrator of any bullying.

Time is spent talking to the child who has bullied: explaining why his/her action was wrong, and that child is encouraged to change his/her behaviour in future. 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 the social services to provide additional advice and support.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc, within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour.

The role of parents/carers

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. If they are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the Trust's complaints procedure

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

Pupils are encouraged to tell anyone they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

Monitoring and review

This policy is monitored regularly by the headteacher, who reports to governors/CEO/DCEO on request about the effectiveness of the policy.

This anti-bullying policy is the Trust board and individual governors' responsibility, and they review its effectiveness annually. They do this by examining the school's anti-bullying strategies, and by discussion with the headteacher.