St Saviour's C of E Academy
Anti-Bullying Policy
September 2021

"Bullying is persistent and often premeditated action taken by one or more child, with the deliberate intention of either physically or emotionally hurting another child."

Introduction

The school has a behaviour policy, which helps to both reduce incidences of bullying and also identify clear strategies for disciplining children who are responsible for bullying. The Behaviour Policy should therefore be used in conjunction with this policy when addressing any issue relating to bullying.

At St Saviour's we uphold and teach pupils about the British Values which are defined as democracy, rules of law, individual liberty, mutual respect and the tolerance of those with different faiths and beliefs. We promote these values through our own school values (respect, honesty, perseverance, aspiration, friendship and forgiveness), through delivering a broad and balanced thematic based curriculum, philosophy and enrichment activities. These values underpin this policy and its related practices.

Aims and objectives

Prevention of bullying is firstly achieved through the development of a school ethos in which bullying is regarded as totally unacceptable. As a Christian church school, we aim to produce a safe and secure environment where all pupils can learn without anxiety and where relationships are based on the commandment to 'love your neighbour as you love yourself'.

This policy aims to produce a consistent attitude and response towards bullying from all members of the school community. All adults and staff within the school will be aware of how to identify bullying and what to do if it occurs.

Anti-Bullying Strategy

The Role of Governing Board

The Governing board supports the Principal in the employment of anti- bullying strategies.

This policy statement makes it very clear that the Governing Board does not condone any form of bullying in the community of our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Board require the Principal to keep accurate records of any incidents of bullying, particularly those that are racially motivated, together with the action taken.

The Principal retains responsibility for reviewing the effectiveness antibullying strategies and together with the Governing board, reviews this policy on an annual basis.

Where a parent is unhappy with the action taken by the Principal in response to a bullying incident, they have the right to make a formal complaint to the Governing Board. The Governing Board will respond to any formal complaint within ten school days and must notify the Headteacher of the need to conduct an investigation into the case and to report back to a representative of the Governing Board.

The role of the Principal
It is the responsibility of the Principal to implement the school anti- bullying strategy and to ensure that all staff are aware of the school policy and regularly keep the policy under review, reports will be submitted to Governing Board.

The Principal has the primary responsibility for ensuring that children know that bullying is wrong, and that it will not be tolerated in school. This is undertaken in a variety of ways, including through whole school assemblies, RE / PSHCE lessons and when dealing with specific incidences of inappropriate behaviour.

The Principal has specific responsibility for developing a school culture of mutual support and praise, thus 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.

Informal communications between staff and with parents are undertaken immediately a bullying issue arises. Where appropriate this is shared with other members of staff at our weekly meetings and ways of addressing individual problems are discussed.

The Role of all Staff Members

We have a collective responsibility for discouraging and responding to any incidences of bullying.

If members of staff witness an act of bullying, they support the children involved following discipline and behaviour procedures and involving the Parent Involvement Lead or a Senior Member of staff to provide support or appropriate sanctions. This is mainly achieved through 1:1 counselling.

All staff must follow the agreed Behaviour policy when disciplining children for bullying. This includes making a written record of the circumstances which are associated with any incidence. These are subsequently shared with the parents of both the perpetrator and the victim of any bullying.

Any continued or subsequent issue of individual bullying by a child is dealt with in line with our Behaviour and SEN policies.

Teachers 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 bullying from occurring.

The Role of Parents

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 community.

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.

The effectiveness of our anti-bullying strategies are monitored by the principal on an ongoing basis and written reports are submitted to the Local Governing Committee identifying any behaviour issues on a regular basis.

Written September 2021 **Review** September 2022

Principal L Davis Signed

Chair of Governors M Weller Signed

Appendix 1

Bullying – A Charter for Action

Name of School _____

Name of Local Authority _____

We are working with staff, pupils and parents to create a school community where bullying is not tolerated.

Our school community

- ✔ Discusses, monitors and reviews our anti-bullying policy on a regular basis. Good practice suggests the policy should be reviewed on average every two years.
- ✔ Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- ✔ Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- ✔ Reports back quickly to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- ✔ Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LA and relevant organisations when appropriate.

_____ Chair of Governors

_____ Headteacher

_____ Representative of pupils

_____ Date

NASUWT ATL nga ASCL NAHT

department for children, schools and families ADCS PAT UNISON PGR