

<b>Anti-Bullying Policy</b>
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<b>Date:</b>	Feb 2020	<b>Review Date:</b>	Feb 2022
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We acknowledge the School Standards and Framework Act 1998 that clearly states that all maintained schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils.

We strive to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally.

We will not tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively.

<b>Aims &amp; Objectives</b>
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- To develop a Academy environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.

<b>Procedure</b>
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<b>Role of the Governing Body</b>	<ul style="list-style-type: none"> <li>• The Academy Council will not condone any bullying and has:             <ul style="list-style-type: none"> <li>▪ delegated powers and responsibilities to the Headteacher to eliminate all forms of bullying and to keep records of all incidents of bullying;</li> <li>▪ nominated a link governor to visit the school regularly, to liaise with the coordinator and to report back to the Academy Council;</li> <li>▪ responsibility for the effective implementation, monitoring and evaluation of this policy.</li> </ul> </li> </ul>
<b>Role of the Headteacher</b>	<ul style="list-style-type: none"> <li>• The Headteacher will:             <ul style="list-style-type: none"> <li>▪ implement this policy including delegation of responsibilities as needed;</li> <li>▪ ensure that all academy personnel are aware of the policy;</li> <li>▪ work to create a safe, secure, caring and friendly school environment for all the children;</li> <li>▪ ensure that all pupils understand that bullying is wrong through PSHE/SMSC/Tutor Time and academy assemblies;</li> <li>▪ ensure that all parent/carers are aware of this policy and that we do not tolerate bullying;</li> <li>▪ respond and deal with all incidents of bullying;</li> <li>▪ keep records of all incidents of bullying;</li> <li>▪ monitor and evaluate this policy.</li> </ul> </li> </ul>
<b>Role of the SLT/MLT</b>	<ul style="list-style-type: none"> <li>• SLT/MLT:             <ul style="list-style-type: none"> <li>▪ provide guidance and support to all academy personnel to understand the signs or behaviour of someone being bullied;</li> <li>▪ keep up to date with new developments and resources;</li> <li>▪ organise courses for all academy personnel;</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>▪ help counsel children who have been bullied and those who use bullying behaviour;</li> <li>▪ review and monitor;.</li> </ul>
<b>Role of School Personnel</b>	<ul style="list-style-type: none"> <li>• Academy personnel will: <ul style="list-style-type: none"> <li>▪ be aware of the signs of bullying in order to prevent bullying taking place;</li> <li>▪ take all forms of bullying seriously;</li> <li>▪ report all incidents of bullying; using sleuth and My Concern.</li> <li>▪ raise awareness of the wrongs of bullying through PSHE/SMSC/Tutor time, assembly, break and lunch times and lessons. Support can also be found on the academy website to Anti Bullying Alliance;</li> <li>▪ use preventative strategies (such as circle time in the primaries and secondary's).</li> </ul> </li> </ul>
<b>Role of Pupils</b>	<ul style="list-style-type: none"> <li>• Pupils must: <ul style="list-style-type: none"> <li>▪ report if they are being bullied;</li> <li>▪ report if they see someone being bullied;</li> <li>▪ discuss ways of preventing bullying through the pupil voice/academy council and during PSHE/SEMC/Tutor Time and Assemblies;</li> <li>▪ Restorative Justice.</li> </ul> </li> </ul>
<b>Role of Parents</b>	<ul style="list-style-type: none"> <li>• Parents/carers must: <ul style="list-style-type: none"> <li>▪ be aware of and support this policy;</li> <li>▪ report to the academy any concerns they have of their child being bullied;</li> <li>▪ be assured that the academy will deal with all incidents of bullying;</li> <li>▪ be assured that they will be informed of incidents and will be involved in discussions</li> </ul> </li> </ul>
<b>Training for School Personnel</b>	<ul style="list-style-type: none"> <li>• Academy personnel will undertake training in: <ul style="list-style-type: none"> <li>▪ anti-bullying strategies;</li> <li>▪ support strategies for those bullied and the bullies;</li> <li>▪ working with parents/carers;</li> <li>▪ direct parents/carers/pupils to the academy website to the Anti Bullying Alliance;</li> <li>▪ Restorative Justice.</li> </ul> </li> </ul>
<b>Incidents</b>	<ul style="list-style-type: none"> <li>• All reported incidents are investigated and dealt with.</li> <li>• Parents/carers are informed of all events.</li> <li>• Records will be kept of all incidents and their outcomes through Sleuth and My Concern.</li> </ul>
<b>Support Mechanisms</b>	<ul style="list-style-type: none"> <li>• Support mechanisms are in place to help those who have been bullied.</li> <li>• All perpetrators of bullying are given time to discuss why they have bullied and why their actions were wrong.</li> <li>• Restorative Justice.</li> </ul>
<b>Monitoring the Effectiveness of the Policy</b>	<ul style="list-style-type: none"> <li>• Annually the effectiveness of this policy will be reviewed, or when the need arises, and the necessary recommendations for improvement will be made to the Academy Council.</li> </ul>

*Ratified by Governors July 2017 – updated February 2020 and will be taken to the AC meeting June 2020.*