




# Anti-Bullying Policy

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**November 2017**

<b>Signed (Chair of Governors):</b>	
<b>Date:</b>	November 2017
<b>Date of Review:</b>	November 2018

*The Arbor Academy Trust reviews this policy annually. The Trustees may, however, review the policy earlier than this, if the Government introduces new regulations, or if the Trust receives recommendations on how the policy might be improved. This document is also available in other formats e.g. e-mail and enlarged print version, on request to the School Offices and is displayed on the schools' websites.*

## **Introduction**

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 trust ethos in which bullying is regarded as unacceptable. The Trust aims to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent response to any bullying incidents that may occur.

We aim to make all those connected with the Trust aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our schools.

## **The Role of Governors**

The Local Governing Body (LGB) supports the Head of School in all attempts to eliminate bullying from our schools. This policy statement makes it very clear that the Trust does not allow bullying to take place in our schools, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The LGB monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The LGB requires the Heads of School to keep accurate records of all incidents of bullying and to report to the LGB on request about the effectiveness of schools anti-bullying strategies.

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

## **The role of the Head of School**

It is the responsibility of the Head of School to implement the anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the policy and know how to deal with incidents of bullying. The Head of School reports to the LGB about the effectiveness of the anti-bullying policy on request.

The Head of School ensures that all children know that bullying is wrong and that it is unacceptable behaviour any of the schools within the Trust. The Head of School draws the attention of children to this fact at suitable moments. For example, if an incident occurs the Head of School may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong and why a pupil is being punished.

The Head of School ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The Head of School 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 Role of the Teacher**

Teachers in our schools 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 school.

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 of School, the teacher informs the child's parents.

If teachers become aware of any bullying taking place between members of a class, they are dealt with immediately. This may involve counselling and support for the victim of the bullying and punishment for the child who has carried out the bullying. Teachers spend time talking to the child who has bullied, explain why the action of the child was wrong, and endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, the Head of School is informed and the Special Needs Co-ordinator. The child's parents are invited into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head of School may contact external support agencies such as the social services.

Teachers routinely attend 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 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 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 Trust's anti-bullying policy and to actively encourage their child to be a positive member of the school.

### **Monitoring and Review**

This policy is monitored on a day-to-day basis by the Head of School, who reports to the LGB about the effectiveness of the policy on request.

This anti-bullying policy is the responsibility of the Local Governing Body and they review its effectiveness annually. They do this by examining the Trust's anti-bullying logbook and by discussion with the Head of School. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.