



Anti-bullying policy

November 2017

Our Values:

Respect

Responsibility

Courage

Curiosity

Perseverance



Anti-Bullying Policy

Bullying, in any form, will not be tolerated at Thorplands Primary Academy. This includes any member of the school community, staff, students, parents/carers, older siblings, family members or governors. This policy is the outcome of consultation between all stakeholders (pupils, all staff, AAB members and parents) and approved by the sponsor.

Purpose of the policy:

- To promote the schools' aims and values
- To develop a positive and safe learning environment in which bullying will not be tolerated
- To promote inclusion, mutual respect, self-esteem and self-worth in order to meet the physical, emotional and mental health needs of all members of the school community.
- To raise the standards of behaviour and levels of achievement of all.

Our school's definition of bullying is:

Bullying can be defined as an abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to another person

It can be:

Physical: hitting, kicking, stealing or hiding belongings, sexual assault

Verbal: name calling, insults, offensive or sexual remarks, threatening language.

Relational: social exclusion, spreading rumours or stories, graffiti, defacing property, displaying literature or materials of a racist, sexist or pornographic nature.

Indirect: defacing property, displaying literature or materials of a racist, sexist or pornographic nature.

Cyberbullying: can include offensive or abusive text or Internet messages.

Bullying: can be racist, homophobic or sexual in nature.

Guidelines for implementing policy:

- The policy will be monitored and evaluated annually and will involve all stakeholders.
- There needs to be recognition that anyone can be a bully or victim and that bullying can take many forms.
- It is recognised that the Principal and Sponsor working with the Academy's AAB have a statutory responsibility for school behaviour and discipline but that all members of the school community accept collective responsibility for the successful implementation of this policy.
- Students are encouraged to report all incidents of bullying, whether they are victims or bystanders.

- All staff will respond to student, staff or parental concerns seriously and support the agreed procedures.

Our proactive strategies include:

- We are a listening school. This is the message that will be promoted at all
- times and with all audiences. There is an agreed collective responsibility
- to address any incidents of bullying observed.
- Annually the issue of bullying will be raised in order to maintain awareness
- of the issue through school assemblies and prominent pictorial displays and posters.
- Every opportunity to promote whole school initiatives, such as anti-bullying
- week, theatre productions and external speakers will be taken.
- The School Council will include bullying as an agenda item each year.
- The AAB and Senior Leadership Team will monitor bullying via staff meetings.
- Bullying will be addressed within our school curriculum.
- All staff will receive training on the identification, prevention and management of bullying. At the start of a new school year procedures for
- dealing with a bullying incident will be discussed as part of our annual training.
- A 'Worry Box' is available for children to report incidents
- The policy will be revised annually.

Other Reactive strategies:

- In the event of a bullying incident, the same procedures will be followed as
- for all other incidents of poor behaviour (see School Behaviour Policy).
- School staff will investigate and inform Senior Leadership Team members who will then support with next steps for the victim and perpetrator (this will include working with the Family Support Worker and parents/guardians).
- In all cases, details of the incident and action taken will be recorded on a bullying incident form which is kept in the class behaviour log. Parents of both the victim and bully will be kept fully involved.
- Our prime concern will be the support and protection of the victim. Action
- will continue until the issue is satisfactorily resolved and the bullying ceases. The actions will be reviewed and modified in light of circumstances and if the bullying continues.
- Strategies to support victims will involve staff and students. Approaches
- such as circle of friends, no blame approach, buddying and mentoring,
- etc., will be considered

Building on existing policies:

The school's Mission Statement, Behaviour Policy, Home/School Agreement, Anti Racist Policy, Equal Opportunities Policy and classroom code of conduct have very clear guidelines regarding what constitutes acceptable/unacceptable behaviour towards other people. The Anti-Bullying initiatives reflect the principles contained in these documents.

Appendix

Definition of Bullying and Rationale for this Policy:

Bullying is present to a greater or lesser extent in all institutions. All members of the school community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious effect on a pupil's self-esteem, emotional and mental health, which in turn prevents them from developing their full potential and can seriously affect their life chances.