



# **The Consortium Multi-Academy Trust**

**Chair of the Members and Board of Trustees:** Dawn Carman-Jones

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## **Anti-Bullying Policy.**

### **1. Introduction**

- 1.1 Bullying is the sustained action taken by one child or any action taken by a group of children, with the deliberate intention of hurting another child, either physically or emotionally.
- 1.2 Definition: Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.
- 1.3 The four main types of bullying are:
  - Physical (hitting, kicking, theft)
  - Verbal (name calling, racist remarks)
  - Indirect (spreading rumours, excluding someone from Social groups)
  - Cyber bullying
- 1.4 Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.
- 1.5 Our school's teaching and support staff are alert to the signs of bullying and act promptly and firmly against it in accordance with school policy

### **2. Aims and objectives**

- 2.1 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.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.3 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.

### **3. The role of the Local Governing Body**

- 3.1 The local governing body supports the Academy Head in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- 3.2 The local governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Academy Head to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- 3.3 The local governing body responds within five days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Academy Head and asks him/her to immediately conduct an investigation into the case and to report back to a representative of the governing body.

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## **4 The role of the Academy Head**

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

4.2 The Academy Head ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Academy Head draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Academy Head 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 sanctioned.

4.3 The Academy Head ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.

4.4 The Academy Head 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.

## **5 The role of staff**

5.1 Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.

5.2 If staff 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 Academy Head, the class teacher informs the parents of each child involved i.e. the victim and the aggressor/s.

5.3 We keep an incident logbook in the staff room where we record all incidents of bullying that occur in or near the school. If any adult witnesses an act of bullying, they should record the event in the logbook.

5.4 If, as staff, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Academy Head and the special needs co-ordinator. 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 Academy Head may contact external support agencies such as the social services.

5.5 Staff routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

5.6 Staff 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.

## **6 The role of parents**

6.1 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.

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6.2 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.

## 7 Monitoring and review

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

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

### Document Control

#### Changes History

Version	Date	Amended By	Details of Change

#### Approval

Name	Job Title	Signed	Date
Andrew Aalders-Dunthorne	Principal/CEO	Electronic signature	16/10/16
Dawn Carman-Jones	On behalf of the Trust Board	Electronic signature	31/10/16

### Equality Impact Assessment

Date	Name	Details

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