



Anti-Bullying Policy

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Definition

This protocol refers to all forms of bullying - this includes bullying relating to race, religion and culture, homophobic, biphobic, transphobic (HBT) bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of social media to bully.

‘Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally’

(Preventing and Tackling Bullying, Advice for Head Teachers, staff and Governing Bodies, 2017, Department for Education)

Bullying will not be accepted or condoned. All forms of bullying will be addressed.

Bullying can take many forms (Including but not limited to):

Cyber-bullying via text messages, social media or gaming, which can include the use of images and video and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Physical pushing, kicking, hitting, pinching etc.

Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals.

Racial taunts, graffiti, gestures, sexual comments, and/or suggestions.

Unwanted physical contact.

We are aware that children from ethnic minorities, disabled children, Looked After children and those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.

Aims

The aims of our anti-bullying policy are as follows:

To provide a safe, happy and inspiring learning environment based on our core values of hope, trust, respect and forgiveness. We encourage children to be confident and enthusiastic learners and enable them to take risks. Within a climate of high expectation and challenge, all children are guided, supported and inspired to fulfil their true potential, emotionally, physically, spiritually and intellectually, both during their time at trust and in their life ahead.

To make it clear that all forms of bullying are unacceptable at our trust.

To encourage pupils to report all incidents of bullying, including cyber bullying.

To deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.

To support and protect victims of bullying and ensure they are listened to.

To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.

To liaise with parents and other appropriate members of our community.

To ensure all members of our community feel responsible for helping to reduce bullying.

Statement of Intent

Elveden trusts Trust believes that:

- Bullying, including cyber bullying, is unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- Pupils will talk to an adult if they are worried about bullying, including cyber bullying, and have a right to expect that their concerns will be listened to and treated seriously.
- Our pupils are involved in decision-making about matters that concern them.
- We tackle bullying best by encouraging an environment where individuality is celebrated and individuals can develop without fear, we are an inclusive trust.
- We maintain and develop effective listening for children and staff within our trust.

E.g. through PSHE and circle time, assemblies and constantly promoting the message that all our children are valued and have the right to be safe, happy, respected, listened to and supported.

- We ensure all staff address incidents of bullying, including cyber bullying, effectively and promptly.
- We ensure that all adults who have contact with our children e.g. play team, part-time staff, volunteers, Local Academy committee members (LAC), support staff, premises staff etc. know how to respond if they witness or are told of a bullying incident.
- We communicate with parents and the wider trust/setting community effectively on the subject of bullying, its definitions and how to report it.
- We acknowledge the key role of every staff member in dealing with incidents of bullying.
- We ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations, providing support and education for both the victim and the bully in order to affect future behaviour.
- We promote emotional health and wellbeing across the whole trust and for all members of our community to role-model this in all situations.

Reporting incidents of bullying: Advice for parents/carers.

There are several methods for reporting suspected bullying incidents:

- Make a report in person to the trust
- Contact the trust by phone and ask to speak to your child's teacher or the Head Teacher.
- Put your concerns in writing.

Investigating allegations of bullying

When parents have raised a concern about a potential bullying issue, it is important that they are assured that action will be taken. Our response will be as follows:

The Head Teacher/Head of School will contact the parent making the report about your concern within one trust day. If she is not available, the administrator will ensure the message is passed to her.

The Head Teacher/Head of school will talk to all parties concerned to establish what has

happened and if the incident is considered bullying.

The Head Teacher/Head of school will talk to the parents of the victim and the parents

of the bully (This would usually be done separately) within 3 working days.
Please be aware that we cannot discuss any other child except your own.

Our approaches to dealing with bullying

Everyone

We believe that everyone involved in the life of Elveden Schools Trust must take responsibility for promoting a common anti-bullying approach. We agree to:

Tell

Be supportive of each other

Provide positive role models

Convey a clear understanding that we disapprove of unacceptable behaviour

Be fully involved in the development of the anti-bullying policy and support anti-bullying practice

Support each other in the implementation of this policy

Staff have agreed to:

All staff are expected to report incidents of bullying to the Head teacher/Head of school.

All staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Provide children with a framework of behaviour including rules which support the whole trust policy.

Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere.

Raise awareness of bullying, including cyber bullying, through the curriculum including activities, stories, role-play, discussion, peer support, trust/children's council, etc.

Through the Head teacher/Head of school, to keep the governing body well informed regarding issues concerning behaviour management.

Governors

Governors have a duty to:

Be fully informed on matters concerning anti-bullying.

Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

Through the development and implementation of this policy, we hope that all children, parents/carers and staff will:

Feel confident that everything is being done to make our Trust a safe and secure environment in which all God's children are valued and treated with dignity and respect.

Feel supported in reporting incidents of bullying, including cyber bullying

Remember that we are a 'telling' Trust and be reassured that if any member of our Trust 'tells', they will be listened to with sensitivity and respect, and action will be taken.

Monitoring, evaluation and review

The trust will review this policy every three years and assess its implementation and effectiveness. This policy will be promoted and implemented throughout the Trust.

This policy is part of our commitment to safeguarding children. It should be read in conjunction with our other safeguarding policies and procedures which promote safeguarding such as our Behaviour and Relationships Policy.

All our policies are available on the Trust website or hard copies are available upon request.

Actions will be in line with our behaviour and relationships policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Restorative Approaches
- Time away from an activity
- Meeting with staff, parent and child
- Missing another activity/withdrawal of privileges
- Formal letter home from the Head Teacher/Head of School expressing concerns
- Time out from the classroom
- Pastoral support plan/behaviour card
- Fixed term internal/external suspension
- Permanent exclusion