



COLWICH C.E. PRIMARY SCHOOL
ST. PETER'S C.E. PRIMARY SCHOOL
ST. ANDREW'S C.E. PRIMARY SCHOOL

'In God We Believe and Achieve

Anti-Bullying Policy

1 Introduction

- 1.1 Bullying is considered to be sustained action taken by one or more children with the deliberate intention of hurting another/other child/ren, either physically or emotionally.

2 Aims and objectives

- 2.1 Bullying is wrong and damages individual children. Therefore, the Mid-Trent Multi Academy Trust (hereafter called 'The Trust') aims to prevent it by developing an ethos in which bullying is regarded as unacceptable and intolerable.
- 2.2 One of the Trust's main aims is to produce a safe and secure environment where all can learn without anxiety.
- 2.3 This policy aims to produce a consistent Trust response to any bullying incidents that may occur.
- 2.4 The Trust's aim is to make parents and all those connected with its schools aware of its opposition to bullying. Responsibilities with regard to the eradication of bullying in Trust schools are made clear to parents, children and staff.
- 2.5 It is aimed to prevent bullying by use of PSHE sessions, worship and assemblies and counselling within the curriculum.

3 The role of The Trust Board and Local Governing Bodies

- 3.1 MAT directors and governors serving on schools' Local Governing Bodies support local headteachers in all attempts to eliminate bullying from its schools. This policy statement makes it very clear that directors and local governors do not allow bullying to take place in Trust schools and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately. Any serious acts of bullying are reported in each headteacher's termly report.
- 3.2 The Trust Board monitors the incidents of bullying that occur, (from termly anti-bullying information within headteacher reports) and reviews the effectiveness of the Trust policy regularly. Directors and local governors require headteachers to keep accurate records of all incidents of bullying and to report to them on request about the effectiveness of Trust and school anti-bullying strategies.

4 The role of local headteachers

- 4.1 It is the responsibility of local headteachers to implement the Trust anti-bullying policy; to ensure that all staff (both teaching and non-teaching) are aware of this and know how to deal with incidents of bullying. Headteachers will report to the directors and/or governors about the effectiveness of the anti-bullying policy on request.
- 4.2 Local headteachers ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in Trust schools. Local headteachers draw the attention of children to this fact at suitable moments. For example, if an incident occurs, headteachers may decide to use assembly as a forum in which to discuss with other children why certain behaviours are wrong, and why pupils is may be punished.
- 4.3 Local headteachers ensure that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 4.4 Local headteachers set Trust school climates 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.
- 4.5 Once the local headteacher has been informed of serious bullying, or continued bullying, s/he will inform the parents of the alleged perpetrator and the victim. In more extreme cases, for example where these initial discussions have proved ineffective, other outside agencies may be involved.

5 The role of the teaching staff

- 5.1 Teachers in Trust schools take all forms of bullying seriously and intervene, as appropriate, to prevent incidents from taking place. They keep records of all incidents involving members of their class and will act on these if on-going.
- 5.2 If staff witness an act of bullying, they do all they can to support the child who is being bullied. If it is believed a child is being bullied then the headteacher will inform the child's parents.
- 5.3 A file of alleged and proved bullying incidents, including any that could be construed as such, is kept in the main school office. All incidents of bullying that occur are recorded in here, either within or near the Trust schools or on the children's way home or to school as appropriate. If any adult witnesses an act of bullying it should be reported to a member of the teaching staff who will then record the event in the file.
- 5.4 If teaching staff become aware of any bullying taking place between members of their class the issue is addressed as quickly as possible. This may involve support for the victim of the bullying and punishment for the child who has carried out the bullying. Time is spent talking to the victim and perpetrator explaining why the action was wrong. It is endeavoured to help the perpetrator to change his/her behaviour in future. The headteacher may be involved at any point, as applicable. Parents may be invited into school to discuss the situation. In more extreme cases, for example where these initial discussions have proved ineffective, the headteacher may contact external agencies for support.
- 5.5 Staff will attend training whenever the opportunity, need and funds allow. Such training enables them to become equipped to deal with incidents of bullying and behaviour management.

Anti-Bullying Policy

5.6 Teaching 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.

5.7 The Behaviour Code of Conduct sets the basic standards of behaviour and should be adhered to by all pupils.

6 The role of parents and carers

6.1 Parents and carers 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.

6.2 If issues have not been resolved the local headteacher should be contacted for further discussion.

6.3 Parents have a responsibility to support the Trust's anti-bullying policy and to actively encourage their child to be a positive member of his/her school.

7 The role of pupils

7.1 Pupils who are concerned that they might be being bullied should contact either a member of school staff (including lunchtime staff) or a named buddy immediately.

7.2 If a third party is worried about the behaviour of a pupil they should report their concerns to the people listed above.

7.3 Pupils should abide by the agreed rules.

8 Special Educational Needs and Disabilities

All Trust schools actively seek to include all pupils in all aspects of school life. Children with special educational needs are supported and targeted through individual learning plans. Further details can be found in the Trust SEND policy.

9. Cyber Bullying

Please see the Trust's policy on e-safety in relation to cyber bullying.

10 Availability and review of policy

The Trust policy on anti-bullying is available on each Trust school's website. This policy will be reviewed annually by the MAT Board of Directors. Other related MAT policies include:

- Teaching and Learning;
- Special Educational Needs and Disabilities;
- Safeguarding;
- E-safety.

Anti-Bullying Policy

Date of Latest Policy Review by MAT Directors: 04.07.19

Date of Next Review: Summer 2020

Signed: Paul Hayward (Local Headteacher)

Signed: David Clay (MAT Director)