

REAch2 AcademyTrust
Federation of Kemsley Primary Academy
and Milton Court PrimaryAcademy
The Grovehurst Federation

Antibullying Policy

<i>Signed by Headteacher:</i>	
<i>Signed by Chair of Governors</i>	
<i>Dated:</i>	<i>30.6.15</i>
<i>Reviewed by:</i>	<i>July 2017</i>

AIM

In support of the Grovehurst Federation's Mission Statement and ethos, the aim of the anti-bullying policy is to ensure that all children are able to learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will children be able to fully benefit from the opportunities available at school. Children will be actively encouraged to report all instances of bullying.

DEFINITION

Bullying, as stated by the Department for Education, is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying are:

- ❑ Physical – hitting, kicking, damaging children's property, theft etc.
- ❑ Verbal – threatening behaviour, name calling, racist remarks etc.
- ❑ Indirect – spreading rumours, excluding someone from social groups etc.

SIGNS OF BULLYING

Children who are being bullied may show changes in behaviour, such as becoming shy and nervous, pretending to be ill, being absent from school frequently or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Children must be encouraged to report all bullying. Academy staff must be alert to signs of bullying and act promptly.

PROCEDURES

The Grovehurst Federation

The following steps will be taken when dealing with incidents:

- ❑ If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- ❑ A clear account of the incident will be recorded and given to a member of the Senior Leadership Team [SLT].
- ❑ A member of the SLT will interview all concerned and record the incident.
- ❑ Teachers will be kept informed.
- ❑ Parents will be kept informed.
- ❑ Punishments will be used as appropriate and in consultation with all concerned.

Children who have been bullied

Children who have been bullied will be supported by:

- ❑ The opportunity to immediately discuss the experience with their class teacher, a member of the SLT or family liaison officer / Pastoral Support Leader.
- ❑ Reassurance.
- ❑ Continuous support.
- ❑ Raising of confidence and self esteem.

Children who have bullied

Children who have bullied will be given opportunities to

- ❑ Discuss what happened.
- ❑ Explain why they became involved.
- ❑ Understand the wrong doing and the need to change their attitude and behaviour.
- ❑ Apologise to the person they have hurt.
- ❑ Receive the support of parents to help change the attitude of the child.

DISCIPLINARY STEPS

The following outlines the steps that will be taken if bullying occurs and persists, despite the interventions as listed before.

- ❑ Official warnings to stop bullying.
- ❑ Loss of privileges e.g. not attending clubs, going on class trips, taking part in sport activities etc.

- ❑ Being placed on report to the SLT.
- ❑ Working with the SLT.
- ❑ Detentions at either playtime or lunchtime.
- ❑ Delayed home time.
- ❑ Possible use of detention – letter to be sent home to parents or phone call first.
- ❑ Exclusion from certain areas of the premises, as appropriate.
- ❑ Exclusion at lunchtime.
- ❑ Minor fixed term exclusion.
- ❑ Major fixed term exclusion.
- ❑ Permanent exclusion.

THE CURRICULUM

Within the curriculum, The Grovehurst Federation will raise the awareness and nature of bullying through inclusion in PSHE lessons, class discussion times, assemblies and other subject areas as appropriate, to eradicate such behaviour. We will also use outside agencies, such as the Community Wardens, PCSO's and the police force, to reinforce the message as necessary.

MONITORING, EVALUATION AND REVIEW

We will review this policy bi-annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout The Grovehurst Federation.