



# ANTI-BULLYING POLICY

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## TREA ANTI-BULLYING POLICY

### **1. Statement of intent**

The Rural Enterprise Academy and its Governors are committed to providing a caring, friendly, and safe environment so that all adults can work, and all pupils can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. In terms of staff, both the school and the Local Authority treat bullying among their employees as a potential disciplinary matter. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell someone. Once we know about a situation, we can act on it quickly and effectively.

### **2. Objectives of this Policy**

- To provide a working document, giving clear guidance to governors, staff, parents/carers and pupils on strategies to prevent, reduce and respond to bullying, as well as how to work with the those who have bullied and those who have been bullied.
- That all governors, staff, pupils and parents understand what bullying is.
- That all governors and staff know what the school policy is on bullying and know how to follow it when reported.
- That all pupils and parents should know what the school policy is on bullying, and what they should do if it arises.
- To demonstrate that at TREA we take bullying seriously.
- That pupils and parents/carers should be assured that they will be supported when bullying is reported.
- To show that Bullying will **not** be tolerated.

This policy links with our Behaviour, Equality & Diversity and Safeguarding Policies and complies with the Equality Act 2010 / Public Sector Equality Duty (from April 2011). TREA and its Governors recognise its legal responsibility for preventing and tackling bullying as referred to in the Education Act 2002, the Education and Inspections Act 2006 and the Equalities Act 2010.

### **3. What is Bullying?**

Bullying can be defined as “Repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe”. (Diana Award Training December 2019)

Bullying is not a single unkind incident or repeated friendship fall-outs.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- **Physical:** pushing, kicking, hitting or using violence.
- **Racist:** racial taunts, inappropriate jokes, graffiti and gestures.
- **Sexual:** unwanted physical contact or sexually abusive comments / gender based violence / sexual harassment.
- **Homophobic/Biphobic:** discriminating against someone because of their sexual orientation.
- **Verbal:** name-calling, sarcasm, spreading rumours and teasing.
- **Cyber:** all areas of social media, such as posting threatening or personal comments / images / videos about someone.
- **Transphobic:** founded on gender identity.
- This list is not exhaustive.

Bullying can be pupil to pupil, teacher to pupil, pupil to teacher or teacher to teacher. TREA and its Governors recognise its responsibility to respond to bullying which may take place outside the school premises such as on the way to/from school, educational visits including residential trips, school clubs and cyberbullying. (See behaviour policy for guidance re incidents out of school).

#### **4. Why is it Important to Respond to Bullying?**

The effects of bullying can be damaging in a physical emotional and mental way. Bullying can also cause upset and withdrawal. Bullying can also affect the learning of pupils and the environment in which we all work. No one deserves to be subject to bullying in any way. Everybody has the right to be treated with respect. Pupils who display bullying behaviour will be supported to amend their behaviour.

Bullying at TREA will never be excused as 'banter'.

We **ALL** have a responsibility to respond promptly and effectively to issues of bullying.

#### **5. Responsibilities of the Headteacher**

- Disseminate the policy to the whole school community via a link on the school website.
- Implement the policy effectively.
- Train staff and raise awareness.
- Monitor, review and evaluate the effectiveness of the policy.
- Report to the governors on request.
- Liaise with the Local Authority and Local Governing Committee to ensure that the best practice is shared effectively

#### **6. Responsibilities of the Local Governing Committee**

- Support the Headteacher.
- Help to build positive and supportive relationships with parents through mutual understanding and trust.
- Liaise with the Local Authority to ensure that the best advice is available and that the school policy is in line with both National and Local guidelines.

#### **7. Responsibilities of all TREA Staff**

- Take all reports of bullying seriously and respond to each incident accordingly.
- Inform Pastoral Team / AHT for Behaviour and Inclusion of any concerns/incidents regarding bullying and any actions taken.
- Pastoral Staff/SLT will take appropriate action of any intervention/prevention strategies /programmes to support both the pupil who is being bullied and the pupil who is bullying.
- Log all bullying incidents on class charts.
- Parents of **both** the pupil being bullied and the pupil bullying should be contacted by the member of staff dealing with the incident as soon as possible.
- Ensure that you also consider guidelines in the Behaviour, Safeguarding and Equality/Diversity Policies.
- The school operates a conflict resolution approach so that solutions and support required are provided to all children, as well as relevant sanctions being applied.

## **8. Responsibilities of Parents/Carers**

- Inform school of concerns raised by their child.
- Support key messages being given to their child and where appropriate attend meetings and contribute in a positive manner.
- Monitor their child's use of social media regularly (if their child uses social media).
- Expect that all reports of bullying will be dealt with, even if it is requested that the school do not do so, due to our duty of care. Every incident will be dealt with sensitively and anonymously where required.
- Discourage your child from retaliating.
- Discuss with your child that a 'fall out with friends' is not always bullying.
- Support the school where sanctions have been applied to pupils who are responsible for bullying others.

## **9. Responsibilities of Pupils**

- Take responsibility for their own behaviour and actions and treat one another with mutual respect and kindness.
- Report any incidents of bullying to their Class Teacher / Parent / Carer and/or Pastoral Staff or member of SLT.
- Report any incidents that have occurred over social media sites.

If you are concerned about the safety and wellbeing of yourself or anyone else, you can speak to **any** member of staff, but our school's DESIGNATED SAFEGUARDING LEAD IS Mrs Corrigan and our Deputy Designated Teachers are Miss Cunnion and Mr Shepherd.

## **10. Bullying outside of school**

If the school becomes aware of any bullying issues outside of school, during term time or school holidays, the school will encourage pupils and parents to contact relevant agencies i.e. Police, Children's Services and CEOP (Child Exploitation and Online Protection).

The School **may** discipline a pupil in accordance with our own Behaviour and Safeguarding Policies, if the misbehaviour poses a risk to a pupil and the reputation of the School.

## **11. School actions to prevent bullying**

At The Rural Enterprise Academy, we have a range of interventions in order to support the pupil being bullied and educate the pupil who is bullying. We acknowledge that all children can make mistakes and we are committed to working with our pupils in order to prevent and stop bullying.

- Investigating all allegations of bullying with or without parental consent.
- Assemblies.
- PSHE programme.
- National Anti-Bullying week supported annually with assemblies, activities
- Class discussions and role plays.
- • E-Safety Policy
- Mediation.
- Buddy Scheme.
- Staff training in safeguarding training.
- Behaviour Policy.
- Safeguarding Policy
- School Council
- Outside agencies are invited in to give the school specific advice and support.
- Our pastoral team does extensive work, dealing with resolving and educating to prevent bullying, particularly after incidents.

## **12. Responses to bullying**

### **Sanctions may include:**

- Withdrawal from lessons.
- Mediation between pupil being bullied and pupil who is bullying.
- Parental Meetings.
- Parents informed about behaviour of their child.
- Outside agencies informed to support where appropriate.
- Lunch time/after school CARE sessions.
- Reflection.
- Fixed-term exclusion or permanent exclusion.
- Report Cards

(NB: This list is not exhaustive)

## **13. Working with pupils who have been bullied**

- Time Out cards / Early movement cards.
- Mediation.
- Parental support and involvement.

(NB: This list is not exhaustive)

#### 14. Working with the person who has shown bullying behaviour

- Education of their actions.
- Mediation.
- Parental support and involvement.

(NB: This list is not exhaustive)