



TIMU ACADEMY TRUST

Policy Document for: Anti-bullying

Approved by Directors: June 2017

Due for Review: June 2020

The Timu Academy Trust always strives to promote positive behaviour and encourage good relationships between pupils. In spite of this, it is accepted that some bullying incidents will still occur. Bullying can be:

- **Physical:** pushing, kicking, hitting, pinching, any form of violence, threats;
- **Verbal:** name-calling, sarcasm, spreading rumours, persistent teasing;
- **Emotional:** tormenting, threatening ridicule, humiliation, exclusion from groups or activities;
- **Racist:** racial taunts, graffiti, gestures;
- **Sexual:** unwanted physical contact, abusive comments.

It is the responsibility of the school and everyone associated with the school to eradicate bullying by ensuring the development of a caring and supportive ethos.

This document provides details of the schools policy on dealing with such incidents of bullying.

Aims

The aims in managing incidents of bullying are:

- to provide a secure environment in which pupils can report incidents confidently
- to show all pupils and parents that bullying is taken seriously
- to enable teachers to respond calmly and consistently to bullying incidents
- to reassure pupils that the school will protect and support all parties whilst the issues are resolved
- to provide long term and positive programmes of personal development where it is required

Implementation of the Policy

The school will regularly emphasise to pupils that bullying is not acceptable and that all incidents will be taken seriously.

Pupils will also be encouraged to report incidents of bullying to a member of staff or their parents. Parents should raise any concerns they have with the class teacher or Head of School at the earliest opportunity.

All incidents of bullying will be taken seriously, investigated and appropriate action taken. Incidents will be dealt with speedily, fairly and positively. A written record will be kept of all incidents where further investigation is considered necessary – this record will include detail of the incident(s), the investigation and outcome.

Parents will be informed at the earliest opportunity where an incident is considered serious enough to warrant further investigation or where there are repeated incidents of a minor nature.

Parents will be made aware of the school complaints procedure. Any complaints made through that procedure will be taken seriously and dealt with accordingly.

Advice and support will be offered to the bullied individual.

The bully will be supported in recognising their unsociable behaviour and offered support to modify that behaviour. Staff will also ensure that, where necessary, action is taken to prevent further incidents. Such action will reference our Behaviour policy and may include:

- imposition of sanctions
- obtaining an apology
- informing parents of both bully and bullied
- provision of mentor support for both victim and bully

All staff, teaching and non-teaching will be vigilant and deal with all observed incidents of bullying even where the bullied individual has not reported the incident.

All teaching staff, non-teaching staff and parents will be made aware of the contents of this policy.

Evaluation and Review

All staff will be asked to ensure that they are familiar with the contents of this policy and will be encouraged to provide feedback on its effectiveness on an ongoing basis.

This policy will be brought to the attention of all parents and will be freely available to any parent wishing to see a copy.

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

Comments from staff and parents are of course welcome. Any such comments will be considered by the Executive Principal/Directors and policy amendments made where appropriate.