



NEWBURY ACADEMY TRUST

Anti-Bullying Policy

DATE APPROVED: January 2017

DATE FOR REVIEW: January 2019

A handwritten signature in black ink, appearing to read "S. H. Way", is written over a dotted line.

SIGNED:

On behalf of the Board of Directors

Anti-Bullying Policy

Rationale

This Policy has been developed through consultation with the three schools of the Newbury Academy Trust using Student Voice, Student Council and a cross section of young people from all three schools alongside staff to ensure we have a policy that represents the key members of the Trust's community.

Ethos

Trinity Academy Trust is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and are led by. All members of our community have a right to work in a secure and caring environment. They also have a responsibility to contribute in whatever way they can towards the protection and maintenance of such an ethos. As a Trust we use the United Nations Children's Charter to shape our ethos with a specific focus on Article 29 which states *'education must develop every child's personality, talent and ability to its full and it must encourage the child's respect of Human Rights as well as respect for their parents, their own and other cultures and the environment.'*

Principles

Newbury Academy Trust have the following objectives in terms of Anti-bullying :

- Pupils have a right to learn free from intimidation and fear
- The needs of the victim are paramount
- Schools will not tolerate bullying behaviour
- Bullied pupils will be listened to
- Reported incidents will be taken seriously and thoroughly investigated

Definition of Bullying

Bullying is an act of aggression, causing embarrassment, pain, discomfort to someone making them feel upset, unsafe or excluded. It can take a number of forms; physical, verbal, making gestures, extortion, exclusion and on-line. It is an abuse of power. It can be planned, organised or it may be unintentional. It may be perpetrated by individuals or groups of pupils.

Forms of Bullying

- Physical violence such as hitting, pushing or spitting at another pupil
- Interference with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.

- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology to hurt or humiliate another person.

Links with other school Policies

This Policy can also be used in conjunction with the Child Protection Policy, the Behaviour Policy, Acceptable Use of the Internet Policy and can also be linked to our Race Equality Policy and our Disability Equality Policy.

Participation and Consultation Process

Newbury Academy Trust uses a variety of methods to constantly review and implement new strategies and techniques to deal bullying. This is overseen by the Senior Leadership Team of all three schools and partnership between the three schools allows us to effectively deal with bullying as and when it occurs. The systems which we currently use to ensure that we have a breadth of knowledge about bullying issues across the Trust are:

- Survey/Questionnaires to pupils, parents and staff.
- Attaining views from Student Voice within all three schools who are appropriately representative of the school population.
- Seeking views of parents at information evenings.
- Schools internal monitoring and evaluation systems.
- Raising awareness programs through PSHE, SEAL and opportunities.
- Weekly assemblies
- Pupil's involvement in projects such as UNICEF's RRSA award, Police Project, Anti-bullying Ambassadors,

Responsibilities of all Stake Holders

Responsibility of All

Everyone should work together to combat and eradicate any incident of bullying across Newbury Academy Trust by ensuring nobody suffers in silence and effective systems are in place to deal with any such incidents.

Responsibility of all Staff

Our Staff will:

- Foster in our pupils, self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it can cause to both the pupil who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.

- Be alert to signs of distress and other possible indications of bullying.
- Listen to pupils who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to; the relevant Pastoral staff and/or the designated Child Protection Officer.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken in consultation with their Line Manager.
- Deal with observance of bullying properly and effectively, in accordance with agreed behaviour procedures.
- Develop teaching resources and opportunities to focus pupils on anti-bullying.

Responsibility of all Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected incidents of bullying to dispel any kind of secrecy and help to prevent further incidences.
- Not suffer in silence and have the courage to speak out to about their own experiences or that of peers to put an end to their own suffering and that of other potential targets.

Responsibility of all Parents

We ask our Parents to support their children in school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to the appropriate member of staff and explain the implications of allowing the bullying to continue unchecked for themselves and other children.
- Advising their children not to retaliate violently towards any forms of bullying.
- Be sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Keep a written record of any reported incidents.
- Informing the school of any suspected bullying, even if their children are not involved.
- Co-operating with the school, if their children are accused of bullying, to try to ascertain the truth and point out the implications of bullying for

the victim and the perpetrator and to support the school in appropriate punishment.

Preventative Measures

Newbury Academy Trust have a wide array of measures to promote positive behaviour across the Trust. Such examples are:

- Excellent pastoral provision support.
- Classroom charters.
- Code of Conducts.
- Excellent teaching and learning allowing effective classroom management.
- Robust and effective PSHE/SMSC curriculum provision.
- Excellent knowledge of individual children and families.

Procedures for dealing with incidents of bullying behaviour

- If bullying behaviour has been reported steps will be taken to support and respond to the needs of both the victim and perpetrator.
- Newbury Academy Trust will ensure effective records are kept.
- Action which may be taken:
 - Parents/Carers of all pupils concerned in the bullying incident will be contacted at the earliest opportunity.
 - A thorough investigation of each incident will be carried out by the Pastoral staff.
 - Feedback to all parties will be carried out by the Pastoral staff as and when the investigation is complete.
 - Sanctions will be put in place.
 - Contacting relevant professionals eg; EWO, Education Psychologist, any linked Social Services worker and YOT.

Professional Development Staff

- Newbury Academy Trust will ensure that they will take every opportunity to design and implement any staff training which is relevant to bullying.
- Every year Child Protection Training will be carried out with all staff where bullying behaviour will be looked at and any updates from the Local Authority or National Policies will be discussed and reviewed.
- Newbury Academy Trust will ensure throughout the year when appropriate opportunities arise which lead to anti bullying work the school will embrace these opportunities to ensure all staff, pupils and parents receive the appropriate information.

Monitoring Review

This Policy will be reviewed every year by Newbury Academy Trust Student Voice working party and resubmitted to Governors for approval annually.

Signatures/Dates

Mrs Sheila Loy – Chair of Governors

_____ Dated _____

Mrs Charlotte Wilson – Executive Headteacher

_____ Dated _____

Student Voice Working Party Signatures

Dated _____