



Inspiring All to Excellence



*Pride in myself; Pride in my work;
Pride in my school; Pride in my community*

Glascote Academy

Anti-Bullying

Document Control

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Version Control

Version	Date	Amended by	Comments
2	Dec 2020	M.Powell	See below
3	October 2021	E.Bowers	See below
4	November 2022	M.Powell	See below
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Section	Changes Made
Dec 2020: Page 5 addition:	Covid-19 response
Oct 2021: Page 5 updated:	Covid-19 response removed
Nov 2022: Role of Teacher/staff	Spotlight assembly added; circle time may be used.
Sept 2023: Role of pupils	Changed Pupil Leaders to: Student Governors, School Ambassadors and/or House Captains
New section added: DfE Statutory Guidance	Paragraph 544 from KCSIE 2023 added regarding sanctions

Introduction

Schools and the law: By law, schools must have a behaviour policy in place that includes measures to prevent all forms of bullying among pupils. This policy should be read in conjunction with the academy Behaviour Policy.

Anti-discrimination law

Schools must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school. This applies to all schools in England and Wales, and most schools in Scotland.

Aims and Objectives

- Bullying is when one or more pupils systematically and repeatedly target another pupil over a sustained period of time.
- Bullying can be physical, verbal or emotional, On-Line (through technological devices), or face to face
- Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

The Role of Governors

- The Local Governing Body and the Fierté Board supports the Headteacher in all attempts to eliminate bullying from our school. The Local Governing Body and the Fierté Trust will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.
- The Local Governing Body monitors incidents of bullying that do occur and reviews the effectiveness of this policy regularly. The Governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

The Role of the Headteacher

- It is the responsibility of the Headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to identify and deal with incidents of bullying.
- In the first instance, the class teacher is responsible for the implementation of the school anti-bullying strategy. He/she will take note of any isolated cases of name calling or physical or verbal incidents against any particular child. If it becomes apparent that a child is becoming systematically and repeatedly targeted, then the Headteacher will be informed. The Headteacher will then note any other incidents that may take place between the child and his/her peers. If a child is being bullied over a period of time, then the Headteacher will inform the parents of the children concerned following the school behaviour policy in line with this.
- The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments, for example, if an incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- The Headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The Headteacher sets the school climate 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.
- The headteacher reports to the Governing Body about the effectiveness of the Anti-Bullying Policy on request.

The Role of the Teacher and Support Staff

- All the staff at Glascote Academy take all forms of bullying seriously and seek to prevent it from taking place.
- Teachers may keep their own records of all incidents that happen in their class, and that they are aware of in the school. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Headteacher. Teachers and support staff do all they can to support the child who is being bullied.
- When any bullying is taking place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his /her action was wrong and that child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in bullying other children, the Headteacher will be informed. The child's parents will be invited into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies, such as the social services.

- All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Spotlight assembly is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere. Circle times may be used in class as the need arises to discuss issues.
- The Headteacher has a record of an incidents/complaints of bullying including cyber bullying. This record is updated as and when complaints occur. Any incidents are communicated to the LGB and Trust Board on a termly basis.

The Role of Parents

- Parents 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. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure.
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The Role of Pupils

- Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know including Student Governors, School Ambassadors and/or House Captains.
- Pupils are invited to tell us their views about a range of school issues, including bullying, pupil questionnaires and pupil conferencing.
- Our House Captains and Pupil Leaders ensure that the pupil voice regarding keeping safe/ bullying is heard on a regular basis through monitoring activities.

DfE Statutory Guidance

The KCSIE 2023, clear states in paragraph 544, *"with regard to the alleged perpetrator(s), advice on behaviour in schools is clear that teachers can sanction pupils whose conduct falls below the standard which could be reasonably expected of them. Exclusions statutory guidance for maintained schools, academies and PRUs is [here](#). Disciplinary action can be taken whilst other investigations by the police and/or local authority children's social care are ongoing. The fact that another body is investigating or has investigated an incident does not in itself prevent a school from coming to its own conclusion, on the balance of probabilities, about what happened, and imposing a penalty accordingly. This is a matter for the school and should be carefully considered on a case-by-case basis."*