

Fulbridge Academy



Anti-Bullying Policy (Students)

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Date of next review:	September 2027

The Fulbridge Academy Anti-Bullying Policy

(Students)

1 Introduction

Definition:

1.1 Bullying is an action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

1.2 Section 89 of the Education and Inspections Act 2006 states that schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

1.3 The Independent School Standards (England) (Amendment) Regulations 2012 state that the proprietor of an academy or other independent school is required to ensure that an effective anti-bullying strategy and health & safety strategy is drawn up and implemented.

2 Aims and objectives

2.1 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.

2.2 We aim, as an Academy, to produce a safe and secure environment where all can learn without anxiety.

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

2.4 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.

3 The role of governors

3.1 The governing body supports the Principal in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

3.2 The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Principal 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.

3.3 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 Principal and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

4 The role of the Principal

4.1 It is the responsibility of the Principal to implement the school anti bullying strategy and to ensure that all staff (both teaching and non teaching) are aware of the Academy policy and know how to deal with incidents of bullying. The Principal reports to the governing body about the effectiveness of the anti bullying policy on request.

4.2 The Principal ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in our Academy. The Principal draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Principal may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

4.3 The Principal ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

4.4 The Principal 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, bullying is far less likely to be part of their behaviour.

5 The role of the staff

5.1 All staff in our Academy take all forms of bullying seriously, and intervene to prevent incidents from taking place. They log all incidents using CPOMS and make their Phase Leaders aware.

5.2 If staff witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Principal, the teacher informs the child's parents.

5.3 If, as staff become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counseling and support for the victim of the bullying, and a sanction for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a

child is repeatedly involved in bullying other children, we inform the Principal and other relevant members of staff. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Principal may contact external support agencies such as the social services.

5.5 Staff routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

5.6 Staff attempt to support all children and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

6 The role of parents

6.1 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.

6.2 Parents have a responsibility to support the Academy's anti bullying policy and to actively encourage their child to be a positive member of the Academy.

7 Monitoring and review

7.1 This policy is monitored on a day to day basis by the Principal, who reports to Governors about the effectiveness of the policy on request.

8 Anti-bullying Policy

8.1 This anti-bullying policy is the Governors' responsibility and they review its effectiveness annually. They do this by examining the Academy's anti bullying logbook, and by discussion with the Principal. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.