



Co-op Academy
Portland

Co-op Academy Portland

Anti-bullying Policy

This Policy was approved by the Governing Body: October 2018

Review Date: September 2019

Signature (Chair of Governors)

Signature (Headteacher)

Date:

Co-op Academy Portland

Anti-bullying Policy

1 Introduction

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

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 Co-op Academy Portland, as a school, aims 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.
- 2.5 At Portland we are aware that cyber bullying could potentially take place and steps are taken to prevent this. We do not allow children to have mobile phones in school and there is a strict monitoring of Internet use.
- 2.6 Our school takes racist and homophobic bullying seriously. Incidents of this kind are dealt with swiftly with parents/carers informed. A system is in place to support, sanction and educate the pupils concerned. Following such an incident there, will be a keystone 'refresher' circle time in order to address and clarify more widely the consequences of such incidents. In the light of the SEND Code of Practice 2014 changes our school recognises that pupils with SEND may be particularly vulnerable to bullying and therefore our staff are aware of those pupils potentially affected.

3 The role of governors

- 3.1 The governing body supports the headteacher 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 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.

- 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 Headteacher and asks him to conduct an investigation into the case and to report back to a representative of the governing body.

4 The role of the headteacher

- 4.1** 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 deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- 4.2** 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 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 Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 4.4** 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. Our Mantra 'Belong, Believe, Achieve', is inclusive of all.

5 The role of the teacher

- 5.1** Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. A running record of incidents is kept by the Headteacher.
- 5.2** If teachers 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 Headteacher, the teacher informs the child's parents.
- 5.3** The Headteacher records all incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying, they should report the event to the Headteacher or Deputy.
- 5.4** If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and appropriate consequences 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 Headteacher. We invite the child's parents into the school to discuss the situation. Appointments can be made with parents, or parents can attend teacher drop-in sessions every Wednesday 3:30pm – 3:45pm. There is also the class dojo, where parents are able to send a message to class teacher. 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.

5.5 Teachers attend Inset, which enables them to become equipped to deal with incidents of bullying and behaviour management.

5.6 Teachers attempt to support all children in their class 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 may 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 school's anti-bullying policy and to actively encourage their child to be a positive member of the school community.

7 Monitoring and review

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

7.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness, through discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.