



# **Anti-Bullying Policy**

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**Newbury Academy Trust**

September 2017

## Anti-Bullying Policy

### 1. Introduction

- 1.1 "Academy", "Academy Trust" all refer to Newbury Academy Trust, Love Lane, Newbury, Berkshire, RG14 2DU. School refers to one of the three schools within the Newbury Academy Trust, Trinity School, Love Lane, Newbury, Berkshire, RG14 2DU; Fir Tree School, Fir Tree Lane, Newbury, Berkshire, RG14 2RA; Speenhamland School, Pelican Lane, Newbury, Berkshire, RG14 1NU.
- 1.2 The term Governor refers to both Full Governing Body Trustees and Local Governing Body Governors.

### 2. Aims

- 2.1 This Policy has been developed through consultation with the three schools of the Newbury Academy Trust using Student Voice, Student/Pupil Councils 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 and our attitudes to bullying.

### 3. Definitions of Bullying

- 3.1 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.
- Cyber Bullying
- 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.

## 4. Ethos

- 4.1 The Newbury 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.'*

## 5. Principles

- 5.1 Newbury Academy Trust have the following objectives in terms of Anti-bullying:
- Students and 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 students and pupils will be listened to
  - Reported incidents will be taken seriously and thoroughly investigated

## 6. Links with Other School Policies

- 6.1 This Policy can also be used in conjunction with the Child Protection Policy, the Behaviour Policy, ICT User Acceptance Policy and can also be linked to our Race Equality Policy and our Disability Equality Policy.

## 7. Participation and Consultation Process

- 7.1 Newbury Academy Trust uses a variety of methods to constantly review and implement new strategies and techniques to deal with 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, students, parents and staff.
  - Attaining views from Student/Pupil 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 Personal Social and Health Education (PSHE), Social and Emotional Aspects of Learning (SEAL) and opportunities.
  - Weekly assemblies
  - Students/Pupil's involvement in projects such as UNICEF's Rights Respecting Schools Award (RRSA), Police Project, Anti-bullying Ambassadors,

## **8. Responsibilities of all stakeholders**

### **8.1 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.

### **8.2 Responsibility of all Staff**

Our Staff will:

- Foster in our students/pupils, self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our students and pupils.
- Discuss bullying with all classes, so that every student/pupil learns about the damage it can cause to both the student/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 students/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 Safeguarding Lead/ Officer (DSL/O).
- 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 students/pupils on anti-bullying.

### **8.3 Responsibility of all Students and Pupils**

We expect our students/pupils to:

- Refrain from becoming involved in any kind of bullying even at the risk of incurring temporary unpopularity.
- Intervene to protect the student/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.

### **8.4 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.

## **9. Preventative Measures**

9.1 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/Spiritual Moral, Social and Cultural (SMSC) curriculum provision.
- Excellent knowledge of individual children and families.

## **10. 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 students/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 e.g.; Education Welfare Officer, Education Psychologist, School Nurse, any linked Social Services worker and Youth Offending Team (YOT).

## **11. Staff Professional Development**

- 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 Safeguarding 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, students, pupils and parents receive the appropriate information.

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| <b>Authorised by</b>                | Resolution of the Board of Trustees |
| <b>Date</b>                         | 11 <sup>th</sup> October 2017       |
| <b>Effective Date of the Policy</b> | 12 <sup>th</sup> October 2017       |
| <b>Effective Date for Review</b>    | 11 <sup>th</sup> October 2019       |