

SWALE ACADEMIES TRUST

Anti-Bullying Policy

It is recognised that bullying is a long-standing and persistent problem which occurs in schools and in adult employment. However, bullying will not be tolerated, in any form, at Swale Academies Trust.

Each school within the Trust is committed to the belief that bullying is unacceptable and will take appropriate measures to counteract such anti-social behaviour. Any form of bullying will hinder the process of learning and is against the ethos of the Trust.

1) Each School Community:

- Discusses, monitors and reviews the anti-bullying policy on a regular basis
- Supports staff to promote positive relationships and identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively, that pupils feel safe to learn, and that pupils abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy

2) Definition of Bullying

Bullying is “**Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**”.

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger), sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

3) Forms of Bullying Covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- 1) Bullying related to race, religion or culture
- 2) Bullying related to special educational needs
- 3) Bullying related to appearance or health conditions
- 4) Bullying related to sexual orientation
- 5) Bullying of young carers or looked after children or otherwise related to home circumstances
- 6) Sexist or sexual bullying
- 7) Cyber bullying

4) Preventing, Identifying and Responding to Bullying

We will:

- Actively provide systematic opportunities to develop pupils’ social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and assemblies
- Link each year with the Government Anti- Bullying Initiative with a week devoted to exploring the issues surrounding bullying

- Staff on duty during unstructured times will actively patrol the school encouraging positive and inclusive behaviour from all pupils
- The school's response to bullying will be tactful and protective towards the alleged victim. In the initial stage of response the suspected bully will be given the opportunity to adjust his or her behaviour, but subsequent action will not deflect from using the school's system of sanction to punish identified bullies
- Pupils will be encouraged to confide with a member of staff they trust

5) Involvement of Pupils / Students

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying
- Ensure students know how to express worries and anxieties about bullying
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve students in anti-bullying campaigns in schools
- Offer support to students who have been bullied
- Work with students who have been bullying in order to address the problems they have

6) Liaison with Parents and Carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying
- Keep parents/carers informed about the investigation into their concern

7) Monitoring and Review, Policy into Practice

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the DCSF* to inform its action planning to prevent and tackle bullying.

8) Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy
- Governors, the Headteacher, Senior Managers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly
- The Headteacher to communicate the policy to the school community
- Pupils to abide by the policy

The named contact for this policy within each school is the designated Head of School.

* DCSF Guidance "Safe to Learn: Embedding anti-bullying work in schools"

<http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/safetolearn/>

Adopted by Directors March 2012