

Veritas Multi Academy Trust

Anti-Bullying Policy

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Our vision at Veritas MAT is that our schools have high standards of teaching and learning which challenge our pupils to achieve. Our anti-bullying policy supports this ideal by:

- Promoting respect and tolerance for each other and the school
- Helping pupils towards an understanding of what is right and wrong
- Supporting everyone in forming good relationships with adults and peers.

We believe in tackling incidents of bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear. This involves including and engaging everyone’s perception of bullying.

Definition of Terms

What is bullying?

We adopt the following definition of bullying:

'Bullying is a repeated physical, psychological or verbal attack against an individual or group of individuals by a person or group of persons, causing physical or psychological harm to the victim'

Bullying is the sustained use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It is usually conscious and wilful and commonly consists of repeated acts of aggression and/or manipulation. It can take a number of forms – both physical and non-physical, either in combination or in isolation.

Bullying can be:

Emotional - e.g. being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), being bossed, hurting people’s feelings, being nasty, unfriendly, mean, blackmailing.

Physical - e.g. pushing, kicking, hitting, punching or any use of violence, pushing people around.

Racist - e.g. racial taunts, graffiti, gestures.

Sexual - e.g. unwanted physical contact or sexually abusive comments.

Homophobic - e.g. associated with or focused on the issue of sexuality.

Verbal - e.g. name-calling, sarcasm, spreading rumours, teasing, being cheeky, e-mail or text bullying, bullying through a 3rd party.

Other concerns, that might not necessarily easily fit into these headings, will nevertheless be taken seriously e.g. being picked on, taking advantage of another person.

We are aware that it is a possibility that the bully may be an adult and will follow our Safeguarding procedures where this is the case.

Aims and Objectives

The aim of our anti-bullying policy is to:

- clarify for pupils, parents, staff, volunteers and governors what bullying is and that it is always unacceptable. Explain to staff, pupils and school community why bullying and harassment occur and their impact on individuals and the school as a whole.
- provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.

Practice and Procedures

What we do to prevent bullying?

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour (but not the pupil), and by being clear across the school that we follow school rules. All members of the school community are expected to report incidents of bullying.

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well being in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

We expect staff will:

- Provide children with a framework of behaviour including class rules which supports the whole school policy.
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere.
- Provide children with a good role model
- Raise awareness of bullying through stories, role-play, discussion, School Council, PSHE, RE, Buddy system, Assembly
- Through the Head of School / Headteacher, keep the Regional Governing Body well informed regarding issues concerning behaviour management.
- Provide a key staff member who is responsible for the monitoring of the policy.
- Monitor incidents and support colleagues through Behaviour Strategy group

Parents/Carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school:

- Support us in helping us meet our aims.
- Feel confident that everything is being done to make sure their child is happy and safe at school.
- Be informed about and fully involved in any aspect of their child's behaviour.

- Be informed about who can be contacted if they have any concerns about bullying.

Governors / Trustees will:

- Support the Head of School / Headteacher and the staff in the implementation of this policy to ensure there is a consistent approach to anti-bullying across trust schools.
- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

Pupils will:

- Support the Head of School / Headteacher and staff in the implementation of the policy. This might involve contributing to agreed approaches designed to reduce bullying or better deal with incidents that arise.(e.g. via School Council, circle time etc)
- Feel confident that everything is being done to make school a safe and secure environment for them to achieve and learn.
- Feel supported in reporting incidents of bullying.
- Be reassured that action regarding bullying will take place.

Recording and Monitoring

All incidents in or out-of-class should be recorded and incidents clearly identified as bullying must be reported to the Head of School / Headteacher who in turn will report incidents to the Trust CEO.

Parents (of both bully and person bullied) will be informed of what has happened, and how it has been dealt with.

Monitoring and review

This policy will be reviewed by the Head of School / Headteacher, staff and the Behaviour Strategy Group annually.

Policy Reviewed December 2017

Anne-Marie Middleton – *Head of School Warden House & Trustee*