



THE PRIORY
LEARNING TRUST

Anti-Bullying Policy Students

Policies approved by the Board of Trustees

Signed:

Name:

John. W. RICHARDSON,

Date:

1.9.19

Chair of Board of Trustees

Authorised for Issue

Signed:

Name:

NEVILLE WOODS

Date:

1/9/19.

Executive Principal

History of Policy Changes

Date	Version	Change	Origin of Change e.g. TU request, change in legislation	Changed by
September 2017	1			
July 2018	2	Policy re-written	Review of guidance	Gail Webb
May 2019	3	Page 5 decision making	Review of guidance	Gail Webb

This policy applies to The Priory Learning Trust and its academies with each academy adopting their bespoke procedures.

Date policy adopted	September 2019
Review cycle	Annual
Review date	May 2020

Content

1. Rationale
2. Anti-bullying code
3. Procedures for dealing with anti-bullying issues

The Anti-Bullying Alliance (2007) defines bullying as:

‘the intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent although some one-off attacks can have a continuing harmful effect on the victim’

Rationale

The Priory Learning Trust (TPLT) believe that all members of the school community have a right to work in a happy and caring environment in which they feel valued, safe and accepted.

Occasionally incidents of bullying, intimidation or harassment can prevent a student from enjoying their basic rights. The emotional distress caused by bullying, in whichever form it takes, can prejudice school achievement, lead to lateness or unauthorised absence or in extreme cases ill health.

Bullying can result in someone feeling hurt, threatened or frightened and can be physical, verbal or psychological. Physical may include hitting, kicking or theft. Verbal bullying may include name calling, homophobic or racial taunts. Some bullying is relational and may include excluding peers from social groups or spreading rumours while Cyber bullying uses modern technology such as mobile phones or the internet.

All staff will be alert to the signs of bullying and will act promptly and firmly and follow the procedures in accordance with our policy.

TPLT students will be encouraged to develop the self-discipline and tolerance necessary to maintain acceptable levels of behaviour within the school community. They will be encouraged to accept responsibility for their actions and be aware of the consequence of their behaviour. Students must not be afraid to report an incident, either as a victim or witness, and have the confidence that something positive will be done.

Anti-Bullying Code

1. Every student has the right to learning and leisure in an atmosphere free from fear and intimidation (in school and surrounding community).
2. Everyone has the right to be treated with dignity and respect. Unkind actions or remarks are not tolerated even if these were not intended to hurt.
3. Any unkind action or comment which causes stress to another will be called bullying.
4. We are ‘telling’ schools - bullying is too important not to report.
4. No one deserves to be bullied. TPLT takes bullying seriously. Every reported incident of bullying will be followed up and appropriate action will be taken.

Students and parents can also report incidents of bullying, either as a victim or witness.

Procedures for dealing with incidents of bullying

All staff have a responsibility to follow up any incident of suspected or reported bullying. The strategies used will depend on the circumstances but it should be made clear that:

- The school takes incidents of bullying seriously. The matters involved with bullying should be dealt with immediately. Staff should meet with Harmed or Harmer separately – have them write down what happened. Parents should be informed.
- The Harmer(s) involved should be dealt with firmly and detailed records placed on their file. Parents should be informed. A written record will be kept of the incident and outcome
- Conciliation is the main aim, not retribution
- The Harmer and the Harmed should be counselled to see if they need any work relating to social skills.
- The parents of the student(s) being harmed should be asked to report any further incidents immediately.
- The concern is the behaviour, not the student.
- A series of stepped sanctions should be applied in the event of severe or persistent bullying.
- Outside agencies should be involved where appropriate.
- The situation will be monitored and reviewed at a later date. Make sure **ALL** staff are informed of student(s) who are being harmed.
- Racist incidents should be referred to the Equality and Diversity Co-ordinator.

Staff should:

- Collect and record the details of the incident.
- The member of staff involved should talk to the appropriate Head of Year/Tutor/teacher to identify the appropriate way forward.

1. Low level incident:

- Members of staff to work with harmer and harmed to resolve the issue
- Member of staff (subject teacher/form tutor/teacher) as appropriate to monitor

2. High level incident:

- Member of staff (subject teacher/form tutor) should inform the relevant Head of Year who will investigate the incident (secondary academies only).
- Head of Year will monitor as appropriate.
- A serious incident could result in a form of exclusion either internal or fixed term preceding the Restorative Justice conference and at the decision of the Headteacher/Principal.
- A very serious incident could result in permanent exclusion which is the decision of the Headteacher/Principal.
- The parents may wish to involve the police which is the prerogative of the parents.

