

Anti-Bullying Policy	
Policy Ref	Educ002
Status	
Purpose	To encourage and develop behaviour of the highest standard, as part of developing the full positive potential of every individual. To create a strong, positive and caring ethos that values every individual and their achievements.
Committees	Staff and Pupil Wellbeing
Other linked policies	Behaviour Management; Exclusions; Academy-Home Agreement; Safeguarding; Confidentiality; Inclusion; Special Education Needs; Assessment, Recording and Reporting Policy; Pastoral Policy; Health and Safety Policy; Child Protection Policy; Five Steps to Risk Assessment (HSE)
Date of Issue	June 2017
Review Date	July 2019

Children learn best when they feel safe, happy, valued and respected. At Inspire Academy we believe that every child has the right to feel safe and secure both in the academy and on their way to and from the academy.

Rationale

1. Bullying may take a number of forms:
 - Name calling;
 - Use of discriminatory language (racist, homophobic etc.);
 - A physical attack;
 - Deliberate exclusion;
 - Damage to property or theft; or
 - Internet or mobile phone bullying
2. Bullying is a persistent 'attack' by one or more children on another, or the deliberate exclusion of one child by others. It is not an argument or disagreement between children or the break-up of a friendship, although this could be a cause of bullying later. Bullying will not be tolerated at Inspire Academy.
- a. Aims of our anti-bullying policy:
 - The academy aims to provide a caring and supportive environment for all children.
 - To enable all pupils to develop the personal skills necessary to deal with bullying if they encounter it.
 - To enable pupils to recognise actions that may lead to bullying and therefore prevent bullying behaviour.
 - To encourage pupils to take appropriate action if they see bullying behaviour.
 - To promote positive strategies to combat bullying.

Guidelines

4. All teachers discuss friendship issues and bullying with children regularly at assemblies and in PHSE sessions. Activities that emphasise co-operation will be emphasised at these sessions. We emphasise that incidents of bullying are taken very seriously and are unacceptable.
5. All children are given a number of strategies to deal with bullying such as:
 - Tell yourself you do not deserve to be bullied and that it is wrong;
 - Stay with a group of friends if you are feeling uncomfortable;
 - Remember it is good to be an individual;
 - Speak to an adult;
 - Be proud of yourself and remember that no one has the right to make you frightened or upset;
 - Be assertive and say "Please stop I don't like it" or "No!" and walk away. Walk straight to an adult who will help you; or
 - Save any messages which make you feel uncomfortable or frightened.

6. If a child feels they are being bullied they are encouraged to speak to any adult and a member of the teaching staff will investigate.
7. If a child feels that another child is being bullied they can speak to any adult and a member of the teaching staff will investigate.
8. If a parent is concerned that their child may be a victim of bullying behaviour they should discuss this with the academy, via the class teacher, who will investigate. It is not advisable for parents to approach the suspected bully themselves or tell their child to fight back as this could make matters worse.
9. If a parent feels their child is involved in bullying behaviour please discuss the issues with them and discuss it with the academy.

Implementation

10. We have a number of agreed strategies available to staff in response to bullying. Our emphasis will be one where each child is listened to carefully and fairly. Staff will:
 - Talk to the suspected victim and witnesses;
 - Talk to the child / children accused of bullying to hear their side of the story;
 - If the person admits that they have bullied another child apologies will be made, appropriate sanctions will be agreed and the child's / children's parents will be informed. It is made very clear to children that excuses such as, 'I was only playing' or 'It was a fun fight' are unacceptable';
 - Incidents of bullying will be logged and retained in the Executive Principal's room;
 - If the suspected bully does not own up, further investigations will be made by a senior member of staff, witnesses sought and the situation will be discussed with parents and an agreed plan of action will be made;
 - A Playground Log will be kept so that staff supervising over break and lunch time play are informed and can monitor the affected pupil;
 - The situation will be monitored to ensure that it does not become an issue again; or
 - There will be individual counselling for 'victims' and 'bullies'. Bullies are often victims too and they will be given care and support to change their behaviour.

Monitoring the Policy

11. We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying – and we would ask that this is brought to the Executive Principal's notice. If the Executive Principal cannot resolve these concerns informally, parents can raise their concerns more formally through the Academy's Complaints Procedure.
12. We would also be pleased to receive compliments – feedback from parents when things have gone well.
13. Any incidents that take place will be recorded in the Incident Log and reported to the Local Governing Body at termly intervals.

Dissemination of the Anti-Bullying Policy

14. All staff involved at the Academy have access to the Anti-Bullying Policy, which can be found centrally on the SharePoint site.
15. The policy is available to adults other than staff e.g. Trust Board Members and Trustees, governors, parents, visitors, Tameside MBC officers and OFSTED inspectors.

Help Organisations

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk