

Policy: Anti-Bullying Policy

Policy reference no: 001

Date: September 2023

Person responsible for policy: Stephen Dean, Chief Executive Officer

Authorised by: Board of Trustees

Review date: December 2025

This Policy applies to all academies within the Primary QuEST Multi-Academy Trust. Primary QuEST is a Church of England Trust which seeks to ensure all pupils flourish, together in a supportive and caring Christian environment.

Together in LIFE, flourishing through LIFE, faith for LIFE

When an abusive and threatening crowd brings to him a woman they accuse of adultery, Jesus writes in the sand. The force of the abuse is turned on Jesus and away from the woman. "Whichever one of you has committed no sin may cast the first stone" and the oldest leave first. Jesus creates a safe environment. All the abusers leave. "I do not condemn you either..."

John 8.1-11 Good News Bible

Introduction

The Primary QuEST Trust always strives to promote positive behaviour and encourage good relationships between pupils in its schools. In spite of this, it is accepted that occasionally some bullying incidents may still occur. Bullying can be:

- **Physical:** pushing, kicking, hitting, pinching, any form of violence, threats;
- **Verbal:** name-calling, sarcasm, spreading rumours, persistent teasing;
- **Emotional:** tormenting, threatening ridicule, humiliation, exclusion from groups or activities;
- **Racist:** racial taunts, graffiti, gestures;
- **Sexual:** unwanted physical contact, abusive comments.

It is the responsibility of the individual school and everyone associated with that school to eradicate bullying by ensuring the development of a caring and supportive ethos. This document provides details of the Trust's policy on dealing with such incidents of bullying.

Aims

The aims in managing incidents of bullying are:

- to provide a secure environment in which pupils can report incidents confidently
- to show all pupils and parents that bullying is taken seriously
- to enable staff to respond calmly and consistently to bullying incidents
- to reassure pupils that the school will protect and support all parties whilst the issues are resolved
- to provide long term and positive programmes of personal development where they are required

Definition of Bullying

There is no legal definition of bullying, but it is generally considered to be when an individual or a group of people with more power, repeatedly and intentionally cause(s) hurt or harm to another person or group of people who feel helpless to respond. Bullying can continue over time, is often hidden from adults, and will probably continue if no action is taken.

It is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

What bullying is not:

- single episodes of social rejection or dislike
- single episode acts of nastiness or spite
- random acts of aggression or intimidation
- mutual arguments, disagreements or fights.

These actions can cause great distress. However, they do not fit the definition of bullying, and they're not examples of bullying unless someone is deliberately and repeatedly doing them.

Implementation of the Policy

The school will regularly emphasise to pupils that bullying is not acceptable and that all incidents will be taken seriously.

Pupils will also be encouraged to report incidents of bullying to a member of staff or their parents. Parents should raise any concerns they have initially with the class teacher and subsequently with the Headteacher if concerns continue.

All incidents of bullying will be taken seriously, investigated and appropriate action taken. Incidents will be dealt with speedily, fairly and positively. A written record will be kept of all incidents where further investigation is considered necessary – this record will include detail of the incident(s), the investigation and outcome.

Parents will be informed at the earliest opportunity where an incident is considered serious enough to warrant further investigation or where there are repeated incidents of a minor nature.

Parents will be made aware of the Primary QuEST complaints procedure. Any complaints made through that procedure will be taken seriously and dealt with accordingly.

All cases of online bullying will be dealt with in accordance with the school's behaviour and anti-bullying policy. The school can act with reference to any incident which takes place outside of school hours if it:

- Could have repercussions for the orderly running of the school
- Poses a threat to member of the school community
- Could adversely affect the reputation of the school, or its employees / local advisors

Any instances of cyber bullying will automatically be reported to the parent / carer and recommendations given with regards to the closure of pupil accounts.

Advice and support will be offered to the bullied individual.

The bully will be supported in recognising their unsociable behaviour and offered support to modify that behaviour. Staff will also ensure that, where necessary, action is taken to prevent further incidents. Such action may include:

- imposition of sanctions
- obtaining an apology
- informing parents of both bully and bullied
- provision of mentor support for both victim and bully

All staff, teaching and non-teaching will be vigilant and deal with all observed incidents of bullying even where the bullied individual has not reported the incident.

All teaching staff, non-teaching staff and parents will be made aware of the contents of this policy.

Evaluation and Review

All staff will be asked to ensure that they are familiar with the contents of this policy and will be encouraged to provide feedback on its effectiveness on an ongoing basis. This policy will be brought to the attention of all parents and will be freely available to any parent wishing to see a copy.

This Policy is reviewed by the Standards and Curriculum Committee on a 2-yearly cycle.

Approved by the Board of Trustees: November 2023