WEST TYNE FEDERATION
ANTI-BULLYING POLICY
Reviewed June 2015

Our Vision..... “Alone we can do so little, together we can do so much” Helen Keller Our Mission.....

Our mission is founded on Christian beliefs and values to serve our local communities and wider community through providing the best possible education in the West Tyne Federation.

Our schools are committed to the personal development of all involved and aim to provide life- long learning.

We aim to provide extended facilities in our four schools in order to support each child on their learning journey.

Introduction

The West Tyne Federation has adopted the DCSF’s *Safe to Learn: Embedding Anti-Bullying Work in Schools* launched in September 2007 and as such is committed to the Charter for Action outlined in this initiative, as it regards the welfare and Safeguarding of it’s pupils as on of its top priorities (see appendix 1)

The school has a commitment to the Every Child Matters agenda where pupils safety, health, economic well-being, enjoyment, excellence and participation in the community is promoted as an effective anti bullying culture.
The school has a clear discipline & behaviour policy, which helps to both reduce incidences of bullying and also identify clear strategies for disciplining children who are responsible for bullying. The Discipline & Behaviour Policy should therefore be used in conjunction with this policy when addressing any issue relating to bullying.

Bullying is ‘persistent and often premeditated action taken by one or more children, with the deliberate intention of either physically or emotionally hurting another child.’

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all that we can to prevent it.
This is primarily achieved through the development of a school ethos in which bullying is regarded as totally unacceptable.

As a church school we aim to produce a safe and secure environment where all pupils can learn without anxiety and where relationships are based on the commandment to ‘love your neighbour as you love yourself.’

This policy aims to produce a consistent attitude and response towards bullying from all members of the school community.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the whole issues of bullying.

We promote a culture where all adults and children are valued and treated with respect.

ANTI BULLYING STRATEGY

The role of Governors

The Governing body supports the Head teacher in the employment of anti bullying strategies.

This policy statement makes it very clear that the governing body does not condone any form of bullying in the community of our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governors require the head teacher to keep accurate records of any incidents of bullying, particularly those that are racially motivated, together with the action taken.

The head teacher retains responsibility for reviewing the effectiveness of anti bullying strategies and together with the Governors, reviews this policy on an annual basis.

Where a parent is unhappy with the action taken by the head teacher in response to a bullying incident, they have the right to make a formal complaint to the governing body. The Governing body should respond to any formal complaint within ten days and must notify the head teacher of the need to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the Head teacher

It is the responsibility of the head teacher to implement the school anti-bullying strategy and to ensure that **all staff** are aware of the school policy and know how to deal with incidents of bullying.

The head teacher has the primary responsibility for ensuring that children know that bullying is wrong, and that it will not be tolerated in school. This is undertaken in a variety of ways, including through whole school assemblies, RE / PSHCE lessons and when dealing with specific incidences of inappropriate behaviour.

The head teacher has specific responsibility for developing a school climate of mutual support and praise, thus making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Informal communications between staff and with parents are undertaken immediately a bullying issue arises. Where appropriate this is shared with other members of staff at Monday staff meetings and ways of addressing individual problems are discussed.

The role of All Staff members

We have a collective responsibility for discouraging and responding to any incidences of bullying.

If members of staff witness an act of bullying, they support the children involved following discipline and behaviour procedures and involving the Parent Involvement Officer or a Senior Member of staff to provide support or appropriate sanctions. This is mainly achieved through 1:1 counselling.

All staff must follow the agreed Discipline & Behaviour policy when disciplining children for bullying. This includes making a written record of the circumstances associated with any incidence on the yellow or red discipline letters. These are subsequently shared with the parents of both the perpetrator and the victim of any bullying.

Any continued or subsequent issue of individual bullying by a child is dealt with in line with our D&B and SEN policies.

Teachers support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent bullying from occurring.

The role of Parents

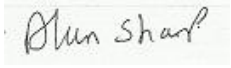
Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community.
Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
The home school agreement provides a clear outline for parents to encourage their children to be a positive member of the school.

Monitoring and review:

The effectiveness of our anti-bullying strategies are monitored by the head teacher on an ongoing basis and written reports are submitted to the governing body identifying behaviour issues on a regular basis.



Signed …… Date: 1.6.15
Headteacher



Signed …….. Date: 1.6.15
Chair of Governors

Review date : June 2017

Appendix 1

Bullying – A Charter for Action

Name of School _____

Name of Local Authority _____

We are working with staff, pupils and parents to create a school community where bullying is not tolerated.

Our school community

- ✔ Discusses, monitors and reviews our anti-bullying policy on a regular basis. Good practice suggests the policy should be reviewed on average every two years.
- ✔ 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 quickly 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.
- ✔ Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LA and relevant organisations when appropriate.

_____ Chair of Governors

_____ Headteacher

_____ Representative of pupils

_____ Date

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department for children, schools and families ADCS PAT UNISON PGR