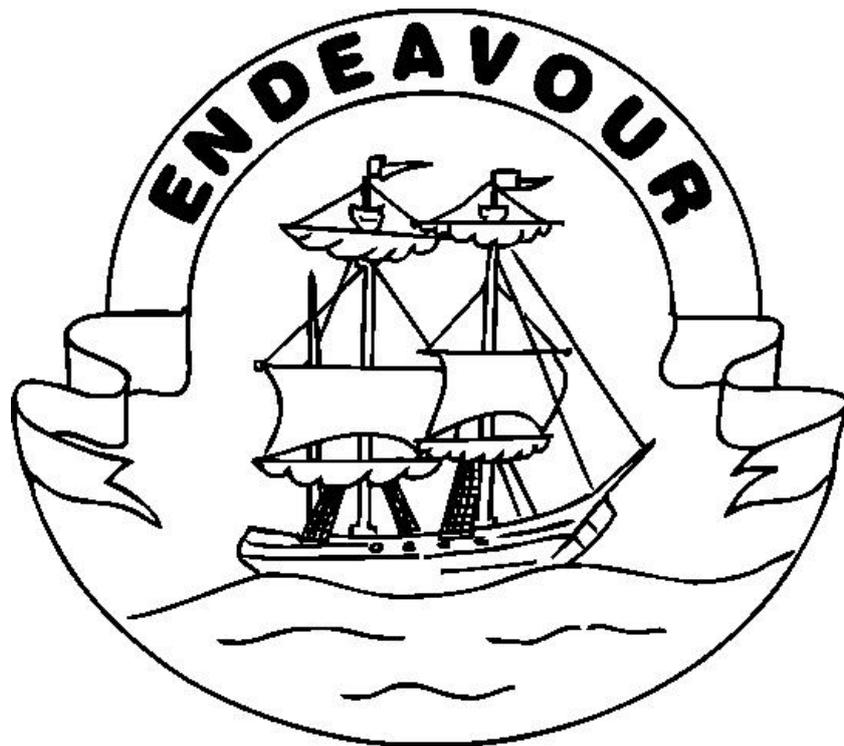


The Endeavour School



Anti-bullying Policy

The Endeavour School Anti-bullying Policy

This policy was reviewed and adopted by the full Governing Body at a meeting on 2 December 2015.

Signed P J Bedwell
Chair of Governors

Date 2 December 2015

Anti-bullying Policy

Associated documents:

This policy should be read in conjunction with the following policies:

The Behaviour Policy

E-safety Policy

Confidentiality Policy

Keeping Children Safe in Education document

Introduction:

The Endeavour School believes that all children and young people have the right to learn and play in a supportive, caring and safe environment without fear of being bullied and that all adults and pupils should recognise that bullying is an antisocial behaviour which affects everyone, and will not be tolerated.

The Endeavour School sees the issue of bullying as an extremely serious matter, this document therefore sets out the schools approach, roles and responsibilities with regard to all student bullying matters.

Definition:

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.” Preventing & Tackling Bullying Document DfE November 2014

Aims:

The aims of the anti-bullying policy are to:

- To prevent, de-escalate and/or stop any continuation of harmful behaviour

- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the student who has experienced bullying and to trigger sources of support for the student.
- To apply sanctions to the student(s) causing the bullying and to ensure they learn from the experience.

Roles and Responsibilities / strategies:

The Governing Body

- Creating the right ethos for the school that ensures it is an inclusive environment.
- Ensure regular review of the anti-bullying policy and practice.

The Headteacher

- To ensure that the schools policy on anti-bullying and behaviour is implemented.
- Ensure that the whole school is promoting equality and inclusion.
- To ensure that the anti-bullying policy is kept up to date.

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- To deliver and organise any necessary training for staff to ensure they understand and implement the anti-bullying policy.
- To review and analyse behaviour data with a focus of reported incidents of bullying and plan appropriate interventions either at an individual or whole school level.
- Promote anti-bullying week and anti-bullying work in general. Ensure that the school curriculum addresses anti-bullying.
- Work with families so that they are aware of the schools policy/practice and specific circumstances if they arise.
- To advise staff where necessary on any bullying related matter.
- If required liaise with external agencies to support anti-bullying strategies.

All school staff

- To be constantly monitoring the students for bullying related behaviour and follow the correct procedure where evidence points towards bullying taking place.
- To maintain high expectations and standards of all pupils.

Pupils

- To recognise how their actions, both positive and negative can have an impact on others.
- To report incidents of bullying to an adult, whether they are the victim or witness of bullying.

Parents / Carers

- Have a responsibility to let the school know if their child is being bullied.
- Work with the school to resolve any issues arising as a result of bullying whether their child is the bully or victim of bullying.

Actions & reporting process

All reports of bullying are taken seriously and are followed up by an appropriate member of staff. That member of staff will then investigate to determine the facts behind any arising issue. Follow up actions will then be devised, recorded and aimed at addressing bullying behaviours.

In the event that bullying behaviour is not successfully changed or prevented; and agreed strategies do not show indications of working then the matter should be referred to the Assistant Headteacher or Deputy Headteacher. It is expected through The Endeavour's behavioural report systems and meetings with Key Stage Leaders that the Headteacher is kept informed of any bullying related issues.

Victims of bullying behaviour should be assessed by their class teacher for any levels of distress and as appropriate positive action taken to ensure that the pupil feels safe, and any anxieties minimised.

All incidents of reported bullying and resulting action must be recorded on INTEGRIS in both the bullies and victims files.