

Promoting Ambition for Change

TEMPLE LEARNING ACADEMY



ANTI-BULLYING POLICY 2016 - 2017

Adopted by the Governing Body: To be Reviewed: September 2017

Anti-Bullying Policy for Temple Learning Academy

Definition of bullying

Bullying is repeated aggression; verbal, physical or psychological conducted by an individual or group against others. This could involve saying nasty or threatening things, hitting or kicking, teasing or ignoring others.

Rationale:

Bullying causes misery and fear in those being bullied, resulting in a loss of quality of life, as well as lower levels of confidence, self-esteem and lack of achievement. All learners have the right to be happy and free from aggression and intimidation.

The vision of Temple Learning Academy is to promote a secure and happy environment, free from threat, harassment and any type of bullying behaviour.

Purpose of this policy:

- The purpose of this policy is to promote a consistency of approach, and to create a climate in which all types of bullying are regarded as unacceptable.
- To prevent harassment on the grounds of race, culture, disability, sexuality or gender.
- To create a school ethos which encourages learners to disclose and discuss incidences of bullying behaviour.
- To show commitment to overcoming bullying by practicing zero tolerance.
- To inform learners, parents and carers of the schools expectations to foster a productive partnership which helps maintain a bully free environment.
- To make all staff aware of their role in fostering the knowledge and attitudes required to achieve these aims.

Guidelines

All reports of bullying, no matter how trivial, will be investigated and dealt with by class teachers. It is vital that learners gain confidence in "telling".

Serious cases, or where a learner feels more secure, will be referred immediately to the Principals or Head of Guild for further investigation.

All members of the school staff, both teaching and non-teaching are encouraged to report any incidents of bullying they witness.

Where bullying has been identified, as opposed to an individual incident, it must be:

1. Referred to the Principals or Head of Guild immediately. It is important that a written record is maintained of all incidents the victim can recall. It may be valuable to assign a victim a member of staff whom they feel comfortable with to report any further trouble or anxiety they have.

2. Class teachers to liaise closely with the Principals or Head of Guild to ensure the victim feels they have been heard and that action will be taken. They too shall have an opportunity to discuss the matter and support the learner.
3. An investigation will take place as soon as practically possible to ascertain what incidents have occurred and who has been responsible. Facts shall be gained from the victim, not to question or blame the accused bully.
4. The investigating member of staff will now discuss their findings with the Principals and Head of Guild and a decision will be made on how to proceed. There are a number of options available including a meeting between the bully and the victim to reconcile differences; an interview with the learners involved and their parents to discuss the events and the future course of action; punishment of the bully according to school discipline procedures or a course of mediation.
5. In cases where the victim's parents have been contacted the Principals or Head of Guild will contact the parents to let them know the problem has ceased.
6. Any bullying which is deemed to be more serious or persistent will result in further contact with the bully's parents where a course of action will be developed and agreed upon.
7. Severe bullying will result in a fixed term exclusion at the discretion of the Principals.
8. The parents will have a point of contact in school if they have any fears or concerns about bullying. This will be their child's class teacher, Principals or Head of Guild.

Conclusions

'Every Child Matters' at Temple Learning Academy. Bullying will not be tolerated and it is recognised that learners have a right to come to a school where they feel safe and secure. The school behaviour policy will be followed if any sanctions are to be initiated.