

# Mercia Primary Academy Trust



## Anti-Bullying Policy

### Policy Status and Review

<b>Date:</b>	July 2024
<b>Review Date:</b>	July 2026
<b>Signed by Director:</b>	Garry Hirons
<b>Date Signed:</b>	10/07/2024

## Anti-Bullying Policy

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The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

### **Our own definition of bullying is behaviour that:-**

- can be emotionally or physically harmful
- is repetitive, wilful or persistent
- is often intentionally harmful
- involves an imbalance of power

Bullying is harmful to all involved. (Child being bullied and the bully, the parents of all children involved and staff)

### **Bullying can take many forms including:**

- Physical bullying: from unwanted touching to physical harm and theft
- Name calling: which is frequently reported and which often has an associated tone of violence
- Social isolation
- Cyber bullying
- Racist bullying: an area where schools are required to keep records this is where an individual is bullied because of a different ethnic, cultural or religious background.

### **Why have an anti bullying policy**

The trust has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### **Implementation / Procedures**

- We will follow our school reward and sanction procedures. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to a member of the SLT.
- A member of the SLT will interview all concerned and will record the incident.
- Class teachers, teaching assistants and lunch staff will be kept informed as appropriate.
- Parents will be kept informed in cases which have been identified as bullying or where parents have been involved.
- Sanctions will be used as appropriate and in consultation will all parties concerned.

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If necessary, the following disciplinary steps can be taken:

- Reflection time in school hours
- Internal Exclusion
- Fixed-term(s) suspension
- Exclusion

### Monitoring, evaluation and review

The academy will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

This information can be made available in a range of formats and languages, including Braille and large print. If this would be useful to you or someone you know, please contact your Directorate HR Unit.

*A signed copy of this document is available from the school office.*

### Version Control

Version	Date Approved	Changes	Reasons for Alterations
Feb 2016		None	-
Oct 2020		None	
3 November 2020		Removed the word "gay" and took out sentence about it being used more in secondary schools. Removed a sentence in effects of bullying Removed reference to golden time twice Changed Tier 1 to Tier 3 twice Removed sentence about anti-bullying mentors Changed sever to severe	More relevant use of language  Not relevant No longer used In-line with updated guidance No longer have these Corrected spelling
March 2021		Added a range of different formats.	Accessibility
May 2024		Major revision – areas removed – suspension and exclusion wording changed	Changes to Gov policy regarding wording. CEO felt need to tighten up the document.