

## The Good Shepherd Trust

Academies in partnership with the Guildford Diocese Education Trust  
The Education Centre, The Cathedral, Guildford, Surrey GU2 7UP Tel: 01483 450423



Diocese of Guildford

## Behaviour & Safety: Anti-Bullying Policy

Date	Review Date	Coordinator	Responsible Body
November 2017	November 2019	Headteacher	The Good Shepherd Trust

The Trust and governing body (We) acknowledging the School Standards and Framework Act 1998 that states that all maintained schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils, follows that recommendation.

Our schools have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care.

Under no circumstances will we tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively.

We support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

### Aims & Objectives

- develop a school environment that is both safe and secure for all pupils.
- have in place, established systems that will deal with incidents of bullying.
- develop confident children who will notify staff of any incident of bullying.
- inform everyone connected with the school of the school's anti-bullying policy.
- work with other schools and the Trust to share good practice in order to improve this policy.

### Responsibility for the Policy and Procedure

### Role of the Governing Body

The Effectiveness committee has:

- appointed a member of staff to be responsible for promoting positive pupil behaviour;
- delegated powers and responsibilities to the headteacher to seek to eliminate all forms of bullying and to keep records of all incidents of bullying;
- delegated powers and responsibilities to the headteacher to ensure all school personnel are aware of and comply with this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents/carers;
- the responsibility of involving the School Council in the development of this policy;

- responsibility for the effective implementation, monitoring and evaluation of this policy and to report to the Trust annually

### **Role of the Headteacher**

Under Section 157 of the Education and Inspections Act 2006 the headteacher has a duty to encourage good behaviour, the respect for others and to prevent all forms of bullying among pupils.

Therefore, the Headteacher will:

- implement this policy;
- ensure that all school personnel are aware of the policy;
- work to create a safe, secure, caring and friendly school environment for all the children;
- ensure that all pupils understand that bullying is wrong through PSHCE and school assemblies;
- ensure that all parents/carers are aware of this policy and that we do not tolerate bullying;
- respond and deal with all incidents of bullying;
- keep records of all incidents of bullying;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy;
- annually report to the governing body on the effectiveness and development of this policy

### **Role of the Coordinator**

Not applicable

### **Role of the Effectiveness Committee**

- work closely with the headteacher
- ensure this policy and other linked policies are up to date;
- ensure that everyone connected with the school is aware of this policy;
- annually report to the governing body on the success and development of this policy

### **Role of School Personnel**

- comply with this policy;
- be aware of the signs of bullying in order to prevent bullying taking place;
- take all forms of bullying seriously;
- encourage pupils to report any incidents of bullying to any member of the school personnel;
- report all incidents of bullying;
- raise awareness of the wrongs of bullying through PSHCE;
- use preventative strategies such as circle time and buddy systems;
- undertake the appropriate training

### **Role of Pupils**

- be aware of and comply with this policy;
- report if they are being bullied;
- report if they see someone being bullied;
- discuss ways of preventing bullying through the School Council
- treat others, their work and equipment with respect;

- talk to others without shouting and will use language which is neither abusive nor offensive;
- support the school Code of Conduct and guidance necessary to ensure the smooth running of the school;
- liaise with the school council

### **Role of the School Council**

- regularly discuss any matters to do with bullying

### **Role of Parents/Carers**

- report to the school any concerns they have of their child being bullied;
- be assured that the school will deal with all incidents of bullying;
- be assured that they will be informed of incidents and will be involved in discussions;
- support the school Code of Conduct and guidance necessary to ensure the smooth running of the school

### **Training for School Personnel**

School personnel will undertake training in:

- What is bullying?
- Types of bullying such as cyber bullying, bullying, bullying of children with special educational needs, homophobic bullying and bullying around race, religion and culture;
- Recognising bullying;
- Anti-bullying strategies;
- How to deal with a bullying incident;
- Counselling the bullied and the bullies;
- Working and co-operating with parents/carers

Periodic training will be organised for all school personnel so that they are kept up to date with new information and guidelines

### **Incidents**

- All reported incidents are investigated and dealt with.
- Parents/carers are informed of all incidents and what actions have been taken.
- Records will be kept of all incidents and their outcomes.

### **Counselling**

- Counselling and support mechanisms are in place to help those who have been bullied.
- All perpetrators of bullying are given time to discuss why they have bullied and why their actions were wrong.

### **Raising Awareness of this Policy**

- the School Handbook/Prospectus
- the school website
- the Staff Handbook
- meetings with school personnel
- communications with home such as end of half term newsletters

- reports such as headteacher reports to the governing body

### Monitoring the Effectiveness of the Policy

Annually or when the need arises, the effectiveness of this policy will be reviewed by the headteacher and the effectiveness committee and any recommendations for improvement made to the governing body and to the Trust

<b>Headteacher:</b>	<i>J. Radcliffe</i>	<b>Date:</b>	November 2017
<b>Chair of Governing Body:</b>	<i>C. Doherty</i>	<b>Date:</b>	November 2017

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