



ANTI-BULLYING POLICY

FPTA Academies

APPROVED:

REVIEW DATE: September 2023

Introduction

It is the intention of the FPTA Trust to ensure each of its schools is to be a place where bullying in any form is not tolerated. This Policy seeks to establish a framework in which everyone within the school communities actively cultivates a climate in which bullying is unlikely to occur and seeks fast and appropriate intervention where needed.

It seeks to promote the ideas that everyone has the right to feel safe and free from bullying, so that they have every opportunity to fulfil their potential and that they can lead a healthy, socially and economically productive life.

Aims

This Policy sets out to:

- a) Demonstrate that all schools within the Trust take bullying seriously and that it will not be tolerated;
- b) Take measures to prevent all forms of bullying in the schools, including using Social Media;
- c) Support everyone in the actions to identify and protect those who might be bullied;
- d) Demonstrate to all that the safety and happiness of students is enhanced by dealing positively with bullying;
- e) Have structured and clearly understood procedures for reporting incidents of bullying;
- f) Develop strategies to deal with bullying, inside and outside the classroom, whenever it arises;
- g) Enable students to become more self-confident and to enhance their development of coping strategies to help them deal with the aspects of bullying;
- h) Have the confidence to report it, secure in the knowledge that the matter will be taken seriously and dealt with as promptly as possible.

Definition of Bullying

Bullying is deliberately hurtful behaviour, whether physical or psychological, repeated over a period of time where it is difficult for those being bullied to defend themselves.

Bullying can be: physical, verbal, social or psychological, cyber-bullying, interrelationship between classes/groups.

Principles

- All staff should be trained in noticing the signs of bullying
- All staff should be trained in dealing with bullying and the following procedures
- All action taken should perpetuate the trust ethos that bullying will not be tolerated.
- Anti-bullying education should take place annually.
- The process to report bullying should be clear, well publicised and multi-faceted.
- The role of governors, head teachers and other school staff is clear.
- Each school should have an anti-bullying lead member of staff.
- The induction of all new staff should involve anti-bullying training.

All schools will take responsibility for dealing with any form of bullying taking place in school and also any that takes place out of school but has an impact within the school day. Any bullying or anti-social behaviour arising from outside of school or through social media should be referred to the Police by the parent in the first instance.

All schools will have their own procedures for reporting and dealing with bullying agreed with their local governing body. This Policy and the aforementioned procedures will be available on their website and in hard copy by request.