

Treetops Learning Community

Anti-Bullying Policy

October 2021



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Contents

Section Number	Section Title	Page No.
1	Vision	3
2	An Agreed Definition of Bullying	3
3	Aims and Objectives	3
4	The Caring Environment	3
5	Policy into Practice - Procedures	4

1. Vision

To nurture and develop an environment in which every individual can enjoy their right to be safe and free from any aspect of bullying.

A community where pupils interact and communicate in positive manner is a community that respects individuality and appreciates the differences and qualities that each one of us has to offer.

2. An agreed definition of bullying

Bullying is any behaviour that is:

- Deliberately hurtful
- Threatening to others
- Negative behaviour repeated to others

It may take the following forms

- Verbal – name calling, insulting, making offensive remarks;
- Physical – hitting, kicking, pinching, taking belongings;
- Indirect - isolating, excluding others.

3. Aims and Objectives

- To develop the self-esteem and positive qualities of each individual.
- To nurture an environment in which all positive interaction is valued and rewarded.
- To develop a caring community in which bullying is easily identifiable and completely unacceptable.
- To maintain and develop effective communication systems between pupils and staff.
- To monitor and review systems to develop effectiveness.
- To keep at the forefront of our establishment the rights of each and every pupil in our school:
 - The right to learn
 - The right to feel safe
 - The right to be respected

4. The Caring Environment

At Treetops Learning Community we follow Jenny Mosely's Golden Rules:

- | | |
|--------------------------|---|
| ◆ Do be gentle | ◆ Do not hurt anybody |
| ◆ Do be kind and helpful | ◆ Do not hurt people's feelings |
| ◆ Do work hard | ◆ Do not waste your or other peoples time |
| ◆ Do look after property | ◆ Do not waste or damage things |
| ◆ Do listen to people | ◆ Do not interrupt |
| ◆ Do be honest | ◆ Do not cover up the truth |

We aim to reduce bullying by creating a positive, consistent ethos throughout the school as defined in our behaviour policy. Developing a positive ethos and emphasising the forms of behaviour we wish to promote will significantly reduce incidents of bullying. Circle Time and the development of communication and social skills help pupils to be more assertive and able to seek help.

5. Policy into Practice - Procedures

- All staff will ensure that the school's culture of openness is reinforced and maintained.
- All staff must be vigilant; situations can often be averted before they begin. Within the individual classes, teachers should monitor relationships between pupils and intervene as appropriate.
- Take immediate action – speak to the pupils involved to maintain the knowledge that we do not tolerate bullying, however small the incident may seem.

- Monitor the situation, if there is residue or re-occurrence introduce bullying into class circle time as well as speaking to the pupil involved. Put extra emphasis on the positive behaviour that is taking place.

Log concerns on incident sheets if it is not an isolated incident regardless of how minor it may seem to an adult, - it could cause the victim to become reluctant to come to school.

Inform a member of the Senior Management team.

- If the behaviour continues one or more of the following options will be followed:
 1. Contact the parents of both parties.
 2. Place the bully on Report following the Behaviour Policy.
 3. Isolation of the bully at targeted times followed by carefully monitored reintegration.

At this stage there should be consultation with the Deputy or Headteacher.

In extreme cases there may be a need for periods of exclusion if all other procedures have been ineffective.

REMEMBER – THE RIGHTS OF EACH PUPIL ARE CENTRAL TO EVERYTHING ELSE WE DO.