

Milton Primary Academy

Anti-Bullying Policy



MILTON PRIMARY
ACADEMY

MAT Policy adopted:	21.10.2019
Review Frequency:	Every two years
Next review date:	21.10.2021

At Milton Primary Academy, our mission is to challenge each child to reach their full intellectual, creative and physical potential through a fully integrated curriculum. We encourage children to become independent life-long learners by developing intellectual curiosity, a thirst for discovery and achievement, a sense of understanding and compassion for others and the courage to act on their beliefs. We strive to create a diverse community that fosters mutual respect and social responsibility, enhanced by a strong partnership between home and the academy.

Introduction

Bullying is repeated action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

Aims and objectives

Bullying is wrong and damages individual children. At Milton we do all we can to prevent it, by developing an ethos in which bullying is regarded as unacceptable. At Milton, we aim as an academy, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent academy response to any bullying incidents that may occur. At Milton we aim to make all those connected with the academy aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our academy.

The Role of Trustees

The trustees support the head of academy in all attempts to eliminate bullying from our academy. This policy statement makes it very clear that the trustees does not allow bullying to take place in our academy, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The trustees monitor the incidents of serious or persistent bullying that occur, and reviews the effectiveness of the academy policy regularly. The trustees require the head of academy to keep accurate records of all incidents of bullying and to report to the trustees on request about the effectiveness of the academy anti-bullying strategies.

The trustees respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the trustees notifies the head of academy and asks him/her to conduct an investigation into the case and to report back to a representative of the trust board.

The Role of the Head of Academy

It is the responsibility of the head of academy to implement the academy anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the academy policy and know how to deal with incidents of bullying. The head of academy reports to the governing body about the effectiveness of the anti-bullying policy on request.

The head of academy ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this academy. The head of academy draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the head of academy may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The head of academy ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.

The head of academy sets the academy climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming academy, bullying is far less likely to be part of their behaviour. (Weekly achievement assembly, class reward systems)

The Role of the Teacher

Teachers at Milton take all forms of bullying seriously, and intervene to prevent incidents from taking place. Once a parent or child informs a member of staff that they believe bullying is taking place, a bullying timeline is started and monitored by the member of staff and SLT. The timeline allows the academy to build a picture of events which will allow us to prove a bullying accusation.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied and will start a bullying timeline in order to monitor incidents and they will inform SLT. The timeline allows the academy to build a picture of events, which will allow us to prove a bullying accusation.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and consequences for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong.

Teachers at Milton attempt to support children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

At all times parents of both the victim and perpetrator will be kept informed.

The Role of Parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the academy anti-bullying policy and to actively encourage their child to be a positive member of the academy.

Parents must not take the matter in to their own hands, but to work in partnership with the academy to ensure the bullying is dealt with effectively.

Monitoring and Review

This policy is monitored by the head of academy, who reports to trust board about the effectiveness of the policy through the head of academy's report.

