



IRONSTONE ACADEMY TRUST

# Anti-Bullying Policy for Primary Schools in Ironstone Academy Trust

Adopted: December 2024

Review: December 2027

## Introduction

At Ironstone Academy Trust, we are committed to providing a safe and nurturing environment for all pupils. Our values are that we seek to be:

- Inclusive
- Resilient
- Open
- Nurturing

Bullying of any kind is unacceptable, incompatible with our values and will not be tolerated.

This policy outlines our approach to preventing and addressing bullying, ensuring that all pupils can thrive in a supportive atmosphere. This policy is in line with UK law, the Department for Education (DfE) guidelines, and the OFSTED framework. It should be read in conjunction with other documents and applies to all members of our community.

## Definition of Bullying

Bullying is defined as repeated aggressive behaviour that is intentional and involves an imbalance of power or strength. It can take many forms, including:

- **Physical Bullying:** Hitting, kicking, or any form of physical aggression.
- **Verbal Bullying:** Name-calling, teasing, or making threats.
- **Social Bullying:** Excluding someone from a group, spreading rumours, or embarrassing someone in public.
- **Cyberbullying:** Bullying that takes place over digital devices through messaging, social media, or online platforms.

### Legal Framework

This policy is formulated in accordance with the following legal frameworks:

- **Education Act 2002:** Requires schools to promote the welfare of their pupils and safeguard them from harm.
- **Children Act 1989:** Emphasises the duty of care schools have towards children.

- **Equality Act 2010:** Protects individuals from discrimination, harassment, and victimisation. This includes protection against bullying related to race, gender, disability, sexual orientation, and religion.

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## Aims of the Policy

- **To create a safe and inclusive environment** where all pupils feel valued and respected.
- **To prevent bullying** through effective education and awareness-raising among pupils, staff, and parents.
- **To provide clear procedures for reporting and responding to incidents of bullying.**
- **To support victims of bullying** and help them regain confidence and self-esteem.
- **To promote positive behaviour** and respectful relationships among pupils.

## Roles and Responsibilities

### School Leadership

- **Headteacher:** Responsible for ensuring the implementation of this policy and for promoting a culture of respect and safety within the school.
- **Designated Safeguarding Lead (DSL):** Responsible for overseeing all bullying incidents and ensuring appropriate actions are taken in line with safeguarding policies.

### Staff Responsibilities

- All staff members are expected to model positive behaviour and intervene when they witness bullying. They should also be trained to recognise the signs of bullying and understand the procedures for reporting it.

### Pupil Responsibilities

- Pupils are encouraged to report any incidents of bullying to a trusted adult. They should also support their peers and promote a culture of kindness and respect.

### Parent and Carer Responsibilities

- Parents and carers should be aware of the school's anti-bullying policy and encourage their children to report any incidents of bullying. They should also work in partnership with the school to address any concerns.

## Prevention Strategies

### Education and Awareness

- **Curriculum:** Incorporate anti-bullying education into the curriculum through PSHE (Personal, Social, Health Education) lessons, assemblies, and special events.
- **Workshops:** Organise workshops for pupils, staff, and parents to raise awareness about the effects of bullying and the importance of empathy and respect.

### Positive School Culture

- **Promoting Values:** Foster a school culture that emphasises kindness, respect, and inclusion. This can be achieved through school values, rewards systems, and positive reinforcement.
- **Peer Support:** Establish peer mentoring programmes where older pupils support younger ones, helping to create a sense of community and belonging.

## Reporting Procedures

### How to Report Bullying

- **Informal Reporting:** Pupils can talk to any trusted adult in school, such as a teacher, teaching assistant, or lunchtime supervisor. Schools may add supplementary methods of collecting pupil views, or reporting of incidents, based on their own situation and analysis of data.
- **Formal Reporting:** Parents can report incidents of bullying to the school via email or in person. The school will take all reports seriously and investigate them promptly.

## Investigation Process

- All reported incidents of bullying will be investigated by the DSL or a designated member of staff. This will include speaking to the victim, the alleged bully, and any witnesses.
- The school will keep a record of all incidents and the actions taken. This documentation will be reviewed regularly to identify patterns and inform future prevention strategies.

## Support for Victims

- **Immediate Support:** Victims of bullying will be provided with immediate support, including a safe space to talk about their feelings and concerns.
- **Counselling Services:** The school will offer access to counselling services for pupils who have been affected by bullying, helping them to rebuild their confidence and self-esteem.
- **Follow-Up:** The school will follow up with victims to ensure they feel safe and supported after the incident has been addressed.

## Disciplinary Actions

- **Consequences for Bullies:** The school will take appropriate disciplinary action against pupils who engage in bullying behaviour. This may include:
  - A verbal warning
  - A written warning
  - Loss of privileges
  - Temporary exclusion from school
  - Permanent exclusion for severe or repeated incidents
- **Restorative Approaches:** Where appropriate, the school may use restorative justice approaches to help the bully understand the impact of their actions and encourage them to make amends.

## Monitoring and Review

- The effectiveness of this policy will be monitored regularly by the school leadership team. This will include reviewing records of bullying incidents and gathering feedback from pupils, staff, and parents.
- The policy will be reviewed annually, or sooner if necessary, to ensure it remains relevant and effective in addressing bullying.

## Summary

We believe that every pupil has the right to learn in a safe and supportive environment. This anti-bullying policy is a vital part of our commitment to safeguarding and promoting the welfare

of all pupils. By working together—pupils, staff, and parents—we can create a school community where bullying is not tolerated and every pupil can thrive.

#### References

- Education Act 2002
- Children Act 1989
- Equality Act 2010
- DfE Guidance: Preventing and Tackling Bullying
- OFSTED Framework for Inspection

This policy serves as a framework for addressing bullying in our primary schools, ensuring compliance with relevant legislation and promoting a positive school culture.