

# NANTWICH PRIMARY ACADEMY & NURSERY

PRINCIPAL – SUE SPENCE

## Anti-bullying and Reporting Guidelines



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# **Anti-Bullying and Reporting Guidelines**

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## **Anti-Bullying and Reporting Guidelines**

***“Bullying is any words or actions that are meant to hurt you or your feelings and are repeated often over a period of time and you find it difficult to deal with”***

### **AIMS**

**Together we aim to:**

- Develop a healthy, safe and stimulating learning environment.
- Provide an inclusive education so that all children can achieve their potential.
- Extend the role of the academy through collaboration with pupils, parents, staff, governor and the wider community.

“At Nantwich Primary Academy we aim to encourage each individual to reach their full potential by providing a safe, stimulating, caring, learning environment where the Whole Child is happy and valued.”

The academy will also act to ensure that each and every member of the academy community:

- Experiences equality of opportunity
- Feels a full and respected member of the academy community
- Has a high expectation of themselves, their fellow students, staff, and others with regard to fair treatment
- Develops an understanding of the importance of diversity and difference
- Develops an awareness of conscious and unwitting prejudice alongside the skills and confidence to challenge instances of prejudicial behaviour, language and attitudes.

### **Educational Aims**

**As an academy community we will not tolerate harassment of any kind.**

As part of its work to promote quality, the academy aims to ensure that within its educational provision children are taught to:

- Develop an understanding of their rights, rights of others, and their responsibilities to each other
- Develop emotionally and intellectually
- Recognise and challenge prejudicial attitudes and behaviour
- Understand the power of language particularly relating to the verbal abuse of anyone
- Understand and celebrate diversity
- Develop relationships
- Learn about equality in a variety of curriculum areas
- Develop an understanding of global citizenship

The academy acknowledges that the development of understand regarding diversity is progressive and will work with governors, staff, parents Cheshire Development Education Centre, the L.A., and outside agencies such as Oxfam, in order to develop understanding and enhance the academy’s ability to work with children.

In the interests of all children the academy will encourage positive appreciation of diversity within the parent community and take a robust stance against discrimination and abusive behaviour.

### **Responsibilities**

#### **The Governing Body will:**

- Ensure that the academy complies with all relevant legislation, including the general specific duties
- Ensure that the policy and its related procedures and strategies are implemented

#### **The Principal will:**

- Along with the governing body, ensure that the policy and its related procedures and strategies are implemented
- Ensure that all staff are aware of their responsibilities under the policy and are given appropriate training and support so that they can fulfil their responsibilities
- Take appropriate action in any cases of discrimination

#### **All Staff will:**

- Deal with incidents and know how to identify and challenge bias and stereotyping
- Promote equality and good relationships and will not discriminate
- Keep up to date with legislation by attending training and information events organised by the academy, Local Authority and other agencies

#### **Teaching Staff will:**

- Will provide teaching/pastoral opportunities to support this policy
- Ensure that pupils from all groups have full access to the curriculum
- Promote equality and diversity through teaching and through relationships with pupils, staff, parents, governors, parents and the wider community

#### **Visitors and Contractors will:**

- Be aware of and comply with the academy's anti-bullying policy

### **Breaches of the policy**

We will consider every breach of the policy in light of the particular circumstances and, if pupils were involved we will take into account their age and the nature of the breach. We will call on support from the Local Authority and/or other agencies as appropriate.

### **Health and Safety**

The physical and emotional health and safety of children and young people is fundamental to the practice of the policy and their concerns are always taken seriously. The academy will work to ensure that children feel able to express their concerns about verbal and/or physical bullying and that the issues can be dealt with in a constructive and coherent way.

### **Recording and Reporting**

The following criteria should be used to decide whether an incident constitutes bullying:

- More than one reported incident has occurred involving the same children or young people

- The child/young person alleging bullying is showing on-going signs of stress/distress

**Procedures**

- Pupils are encouraged to tell a member of staff if they think they are being unfairly treated by others
- Staff complete a report form and pass it to the Principal who will file it and decide on actions to be taken
- Teacher/Adult will talk to the children concerned and suggest ways that the behaviour can change
- Any re-occurrence of the bullying behaviour will be reported to the Principal who will talk to the children
- Principal will inform all parents of incident and hold a strategy meeting to rectify matter
- Principal reports incident to Full Governing Body

Signed by Chair of Governors

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Signed by Principal

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Date

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