



KADER ACADEMY

**ANTI-BULLYING
POLICY**

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1 Introduction

- 1.1 This policy provides guidelines on the actions to be taken should a bullying incident occur in school.

2 Scope of the Policy

- 2.1 This Policy will apply to all pupils and will be implemented by all staff employed by Kader Academy.
- 2.2 The Principal will report to governors on the operation of this policy. The document is subject to review as required.

3 Aim of the Policy

- 3.1 It is the aim of this policy to ensure that there is a consistent school response to any bullying incidents that may occur.
- 3.2 As stated in the Behaviour Policy, in school we endeavour to:
- develop in pupils a sense of self-discipline and an acceptance of responsibility for their own actions.
 - develop self-respect, mutual respect and tolerance between pupils and respect for adults with whom they come into contact.
 - develop care and concern for the environment in which we work and live.
 - create the conditions for an orderly community in which effective learning can take place.
- 3.3 The children must take responsibility for their actions by choosing to behave in an acceptable manner or accepting the consequences.
- 3.4 We praise and reward acceptable behaviour rather than focusing on undesirable behaviour.
- 3.5 We emphasise fairness and will not accept bad behaviour. We allow children a new start after they have done something unacceptable.

4 Bullying

4.1 At Kader Academy, bullying is regarded, in any shape or form, to be a very serious matter, and one that warrants immediate investigation.

4.2 Bullying can take a variety of forms, but is generally an action, taken by one or more children, with the deliberate intention of hurting another child, either physically or emotionally.

Action to be taken

4.3 Immediately a member of staff has been notified by a child or parent that an incident of bullying has taken place, an investigation must proceed. It should never be ignored.

4.4 The following procedures are recommended.

- The situation must be investigated and the outcome communicated to those involved.
- Bystanders, as well as the children involved, should be interviewed..
- If the bullying has been carried out by a group, consideration should be given to interviewing the children on their own and/or later as a group. If the children make certain commitments in the individual interviews, they may then be asked to make the same commitments in the group situation.
- Feelings of guilt, shame, anger and fear may lead victims to deny that they have been bullied. It is only later that partial disclosure, and eventually full disclosures, and acceptance of the problem, are achieved. Similarly, bullies may deny they have bullied by rationalising their behaviour e.g. "It was only a joke", "I didn't really hurt him", "He asked for it" etc. These rationalisations need to be exposed. Bullies are always responsible for their actions.
- When the inquiry has been completed, consideration shall be given to bringing the bullies and victims together in a joint session, if it is thought that this will contribute to resolving the problem.

4.5 In more serious cases of bullying the following procedures should be implemented;

- The teacher shall make a written report of the discussions held and actions taken.
- The parents/carers of the children shall be informed of the situation and invited to contribute to its resolution.
- If the Principal has not been previously involved, they should be informed of the outcome.

5 Monitoring

- 5.1 The efficiency and effectiveness of this policy will be monitored in Senior Leadership Team Meetings.

6 Review

- 6.1 This policy shall be reviewed by the whole staff. As part of the review, the evaluation shall consider the effectiveness of the policy by analysing information with regard to gender, age and ethnic background of all children involved in bullying incidents.