YCAT

Yorkshire Collaborative Academy Trust

ANTI-BULLYING POLICY

Statutory Policy:	**Yes** ☑	**No** ☐
School Level Appendix attached:	**Yes** ☐	**No** ☑
Policy to be published on the YCAT website:	**Yes** ☑	**No** ☐
Policy to be published on school website	**Yes** ☑	**No** ☐

This Policy was adopted by

Yorkshire Collaborative Academy Trust
on 10/10/17

Chair of Trustees: Mr Ian Moore	
Signature:	
Frequency of review:	3 years
To be reviewed by:	SILG

REVIEW RECORD

Date of review	Reason for review	Date of next review
Oct 17	**Creation of new policy**	**Oct 2020**

Date of review	Reason for review	Date of next review

Name :		Signature:	

on behalf of YCAT Full Board

Rationale

In any situation, bullying can include repeated teasing, name-calling (particularly homophobic bullying – 2014), whisper campaigns, ignoring, threats, blackmail, the taking or hiding of property or physical violence.

YCAT's anti-bullying policy is to:

- make it known that bullying will not be tolerated in YCAT schools.
- ensure that no-one suffers from verbal or physical abuse in any form.
- make each trust school a place where everyone can feel secure.
- make everyone aware that bullying will be dealt with immediately.
- ensure that no-one feels victimised in any way.
- encourage pupils to share and discuss their problems.
- ensure that staff are aware of signs of bullying.

A code of practice for handling any bullying incidents has been discussed and drawn up. It relies on the school being informed of any problems at an early stage so that action can be taken before matters reach extremes. Pupils should feel confident about approaching members of staff with any problems. Parents should feel confident in the knowledge that any approach to school will be dealt with sympathetically and patiently. They will not be dismissed as over-anxious parents.

CODE OF PRACTICE

To uphold this code, all staff across the Trust will foster and encourage a school atmosphere where pupils are sensitive to and care for the feelings of others, value the contributions others make to school life and value their school, its property and the property of others.

Staff will:

- follow the set of actions flow chart [see below]
- record, investigate and take action in every reported instance of bullying.
- watch for signs of distress in pupils which may indicate that he/she has been the victim of a bullying incident.
- be vigilant at all times, but particularly at break and lunch-times.
- in the first instance deal with classroom incidents themselves, referring to senior staff if appropriate.
- support victims as much as necessary.
- take appropriate action discreetly and sensitively.
- encourage pupils to report incidents.
- use personal and social education to foster and create a caring and co- operative school environment.
- teach appropriate social behaviour by drawing on incidents as they occur in school life.
- consult with mid-day supervisors over lunchtime incidents.
- make the unacceptable nature of bullying behaviour, and the consequences of any repetition, clear to the bully and his/her parents.
- ask parents to keep a home record for further discussion if reports of bullying incidents are persistent
- provide anti-bullying workshops/focus days throughout the Autumn Term each academic year.

ANTI-BULLYING PROCEDURE

Pupil reports to member of staff or an incident is observed

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Staff member investigates talking to the individuals separately

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Staff member records incident including names, dates and other relevant details and informs Headteacher

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Problem continues

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Staff member talks to the perpetrator and the victim separately. Parents are informed verbally of the problem. Headteacher informed.

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Problem continues

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Headteacher talks to the pupils involved and calls in parents

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Problem continues

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Parents invited in to school to discuss the strong possibility of exclusion. Outside agencies consulted