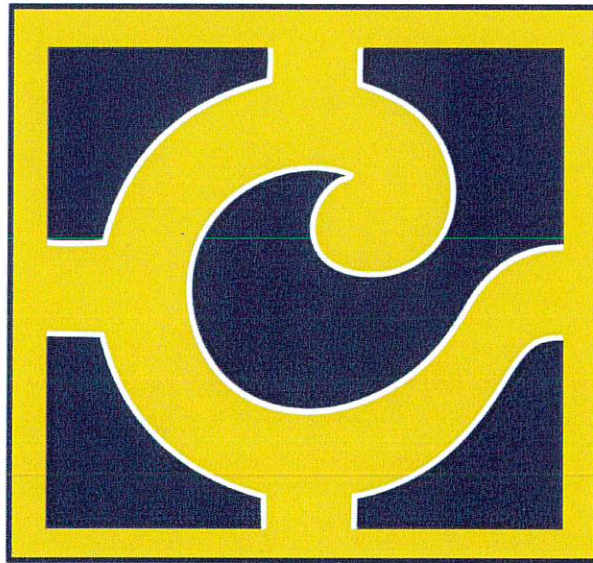


# Anti-Bullying Policy

*Academic Year 2023/24*



**THE COURT SCHOOL**

*Approved by Governing Body – November '23*

*Review – Autumn term '25*

## Anti-Bullying Policy

*Introduction* - It is a Welsh Government requirement that all schools have an anti-bullying policy. This policy follows guidance in National Assembly for Wales Circular No. 21/2003 Respecting Others: Anti-Bullying Guidance. This guidance defines bullying as actions that are meant to be hurtful and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to).

*Aims and objectives* - Bullying negatively impacts on the wellbeing of pupils. At the Court School we do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. Our aim is to have a safe and secure environment where pupils can learn without being anxious and where there are measures in place to reduce the likelihood of bullying. Our motto and values underpin this key philosophy.

This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

*The role of The Governing Body* - The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. The Governing Body does not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The Governing Body monitors incidents of bullying that do occur (via the Headteacher), and reviews the effectiveness of this policy regularly.

Any parent/carer who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter (for more information see 'complaints policy').

*The role of the **Headteacher*** - It is the responsibility of the Headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children and staff know that bullying is wrong, and that it is unacceptable behaviour at The Court School. The Headteacher and Senior Management Team undertake 'anti-bullying' assemblies throughout the year and draw attention to the negative impact of bullying during Anti-Bullying Week each November.

The Headteacher sets the school climate of mutual support and praise for success thus ensuring bullying is less likely. This is detailed in the school Relationships Policy. When children feel they are respected and important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Headteacher upholds the schools staged approach towards bullying. The stages include initial investigation and discussion with all parties involved, formal warnings and, as a last resort, fixed term exclusions. Post-incident support is always available for both victims and bullies. Our aim as a school is to adopt a restorative approach so that all parties understand the impact of their actions on others.

*The role of the Teachers and Support Staff* - All the staff at The Court School take all forms of bullying seriously, and seek to prevent it from taking place.

If teachers witness an act of bullying, they will either investigate it themselves or refer it to a member of the SLT (usually the Deputy Headteacher). Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied or is a bully over a period of time (approximately 1 week or longer), then, after consultation with the Headteacher, the teacher informs the child's parents.

When any bullying takes place between members of a class, the teacher will deal with the issue immediately following the school's staged approach. At the initial stages this will involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his/her action was wrong, and that the child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in bullying other children the Headteacher is informed. The child's parents will be asked to come into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies or consider fixed term exclusion (if he feels this will work).

All members of staff routinely attend training as necessary which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal

curriculum, including regular wellbeing sessions to help pupils understand the feelings of bullied children, and to practice the restraint required to avoid lapsing into bullying behaviour. Assemblies are used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

*The role of **Parents/Carers*** - 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. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure.

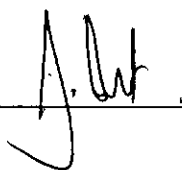
Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

*The role of **Pupils*** - Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying at regular intervals.

*This anti-bullying policy is the Governors' responsibility, and they review its effectiveness every year (or sooner if required).*

Signature of Chair of Governing Body:

A handwritten signature in black ink, appearing to be 'J. W.', is written over a horizontal line.

Date: 29/11/23

☐ Policy to be reviewed/updated every 2 years or sooner if required.