



Vision statement
BRIDGE is a family of schools committed to high performance. We embrace a universal culture of excellence in the learning communities we build.
Aims
To continue building a Multi Academy Trust that promotes strong values, an excellent education for all children, develops highly effective School Teams, is financially secure, and ensures effective governance.
To nurture, support and encourage aspirations by providing excellent learning opportunities, inspiring teaching environments, and a creative approach to curriculum subjects that secures engagement from all our learners resulting in high levels of academic progress and outcomes.
To develop outstanding leadership, teaching and support teams by valuing committed, reflective staff, and providing rigorous and challenging professional development for continual School Improvement.
To develop hubs as centres of learning excellence to disseminate best practice, firstly within and then beyond, the MAT.
To successfully engage and communicate with parents/carers in our local communities, supporting pupil progress, well-being and achievement.

Bridge Multi Academy Trust Anti Bullying Policy

Purpose
To provide a caring, friendly and safe environment where children learn in a secure atmosphere.

Spring 2019

Version	V1.0	Review Date	March 2020
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Aims

We are committed to providing a caring, friendly and safe environment where children can learn in a secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a listening and a telling community – anyone who knows that bullying is happening is expected to tell the staff and know that the disclosure will be taken seriously. The Behaviour Policy promotes this environment by identifying the school rules and the procedures for enforcing them, encouraging self-discipline, good behaviour and respect for others.

Defining Bullying

What is bullying? 'Bullying is the use of aggression with the intention of hurting another person, which results in pain and distress to the victim.' Kidscape (1994)

'Bullying is the wilful, conscious desire to hurt another and put him or her under stress.' Tattum and Tattum (1992)

Bullying can include: Physical - pushing, kicking, hitting, pinching or any use of violence Verbal - name-calling, sexual harassment, spreading rumours, teasing Emotional – tormenting, threatening ridicule, humiliation, exclusion from groups or activities Racist – racial taunts, graffiti, gestures Extortion – payment from a victim to a bully of snacks, money or equipment Cyber bullying. This relates to the misuse of all areas of the internet, such as e-mail and chat room misuse; mobile threats by text messaging; and calls and misuse of associated technology, such as camera and video facilities.

Objectives

- Bullying will not be tolerated
- All staff, governors, pupils and parents should have an understanding of bullying
- Clear procedures for reporting bullying should be understood and followed
- Bullies will be helped to change their behaviour.

Procedures and consequences

All pupils will be encouraged to be open with members of staff and their parents, who can pass on concerns to school. There are mechanisms such as "Worry boxes" in the school where pupils can discreetly report concerns to adults. Children must have the confidence in all staff, teaching and non-teaching, to disclose an incident of bullying without feeling that it will be dismissed by that member of staff.

Whenever a disclosure is made by a child or parent, or identified by an adult, it will be investigated thoroughly.

1. Bullying incident is reported to, or identified by, a member of staff.
2. All incidents of bullying will be referred to a senior member of staff.
3. The bully and victim will be interviewed separately and a written record made on My Concern. This will be handed in to the Headteacher. Information from witnesses will be obtained.
4. Parents, of bullies and victims, will be informed (at the Headteacher's discretion) and may be asked to come to school to discuss the problem.
5. The bullying and threats of bullying must immediately stop.
6. The bully is made aware of what his/her behaviour has done to the bullied person.
7. The bully will offer an apology and other appropriate consequences may take place. In serious cases, exclusion will be considered.

8. Whenever possible, the pupils will be reconciled.
9. Attempts will be made to identify why the pupil has bullied and support then offered to prevent reoccurrence.
10. Support will be offered to the victim and efforts made to help re-establish their self-confidence.

Methods of Prevention Generally

- Each child in the school will take part in a yearly rewording of the school rules.
 - Each child and parent will sign a school contract, which sets out expectations of behaviour.
 - School Council will discuss bullying at regular intervals. through the curriculum
- Bullying is covered through the curriculum, this may take the form of role play, drama, literature, poetry or stories.
- Bullying will also be addressed and reinforced through P.S.H.E., assemblies and R.E. and during Anti-Bullying week each year.

Signs and Symptoms

Children who are being bullied will not always be prepared to tell those in authority. Staff may need to use their knowledge of a pupil to identify changes in their behaviour that might indicate bullying.

All adults should be aware that these are possible signs and should investigate if a child:

- is frightened of walking to or from school
- is unwilling to go to school
- begins to do poorly in school work
- becomes withdrawn
- regularly has books or clothes destroyed
- becomes distressed, stops eating
- has nightmares
- becomes disrupted or aggressive
- has possessions go 'missing' and money 'lost'
- starts stealing money (to pay bully)
- is frightened to say what's wrong

These signs and behaviours could also indicate other problems. (adapted from Kidscape Stop Bullying! booklet)

At Bridge Schools we believe that every child has the right to feel safe. We will aim to provide an environment in which it is clear that bullying behaviour is not acceptable to either staff or pupils.

Please also see our Behaviour Policy, complaints policy and online safety policy.