Bearnes Primary School **– Cheriton Bishop** Primary School **- Diptford** C of E Primary School
Harbertonford C of E Primary School – **Hennock** Primary School - **Landscove** C of E Primary School
Stoke Gabriel Primary School – **Tedburn St Mary** Primary School – **Yeoford** Primary School

Introduction

The Link Academy Trust always strives to promote positive behavior and encourage good relationships between pupils in its schools. In spite of this, it is accepted that some bullying incidents will still occur. Bullying can be:

- **Physical**: pushing, kicking, hitting, pinching, any form of violence, threats;
- **Verbal**: name-calling, sarcasm, spreading rumours, persistent teasing;
- **Emotional**: tormenting, threatening ridicule, humiliation, exclusion from groups or activities;
- **Racist**: racial taunts, graffiti, gestures;
- **Sexual**: unwanted physical contact, abusive comments.

It is the responsibility of the individual school and everyone associated with that school to eradicate bullying by ensuring the development of a caring and supportive ethos.

This document provides details of the Trust's policy on dealing with such incidents of bullying.

Aims

The aims in managing incidents of bullying are:

- to provide a secure environment in which pupils can report incidents confidently
- to show all pupils and parents that bullying is taken seriously
- to enable staff to respond calmly and consistently to bullying incidents
- to reassure pupils that the school will protect and support all parties whilst the issues are resolved
- to provide long term and positive programmes of personal development where it is required

Definition of Bullying

There is no legal definition of bullying but it is generally considered to be when an individual or a group of people with more power, repeatedly and intentionally cause hurt or harm to another person or group of people who feel helpless to respond. Bullying can continue over time, is often hidden from adults, and will probably continue if no action is taken.

It is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

What bullying is not:

- single episodes of social rejection or dislike
- single episode acts of nastiness or spite

- random acts of aggression or intimidation
- mutual arguments, disagreements or fights.

These actions can cause great distress. However, they do not fit the definition of bullying, and they're not examples of bullying unless someone is deliberately and repeatedly doing them.

Implementation of the Policy
The school will regularly emphasise to pupils that bullying is not acceptable and that all incidents will be taken seriously.

Pupils will also be encouraged to report incidents of bullying to a member of staff or their parents. Parents should raise any concerns they have with the class teacher or Head of School at the earliest opportunity.

All incidents of bullying will be taken seriously, investigated and appropriate action taken. Incidents will be dealt with speedily, fairly and positively. A written record will be kept of all incidents where further investigation is considered necessary – this record will include detail of the incident(s), the investigation and outcome.

Parents will be informed at the earliest opportunity where an incident is considered serious enough to warrant further investigation or where there are repeated incidents of a minor nature.

Parents will be made aware of the Trust complaints procedure. Any complaints made through that procedure will be taken seriously and dealt with accordingly.

Advice and support will be offered to the bullied individual.

The bully will be supported in recognising their unsociable behaviour and offered support to modify that behaviour. Staff will also ensure that, where necessary, action is taken to prevent further incidents. Such action may include:

- imposition of sanctions
- obtaining an apology
- informing parents of both bully and bullied
- provision of mentor support for both victim and bully

All staff, teaching and non-teaching will be vigilant and deal with all observed incidents of bullying even where the bullied individual has not reported the incident.

All teaching staff, non-teaching staff and parents will be made aware of the contents of this policy.

Evaluation and Review
All staff will be asked to ensure that they are familiar with the contents of this policy and will be encouraged to provide feedback on its effectiveness on an ongoing basis.

This policy will be brought to the attention of all parents and will be freely available to any parent wishing to see a copy.

This Policy is reviewed by the Local Governing Board on a 2-yearly cycle and must be signed by the Chair of Governors.

Policy Reviewed:	October 2018
Next Review:	Autumn Term 2020
Signature of Chair of Governors:	
Signature of Chair of Governors:	
Signature of Chair of Governors:	