

South Bank Multi Academy Trust

Anti-Bullying Policy Statement

Approved by Trustees	May 2019
Review Timetable:	2 years
Renewal Date:	May 2021
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Written by:	Jo Edwards Trust Principal
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1 AIM:

As a Trust we believe that headteachers and governors are the best people to make sure that good schools thrive. We operate on the principle of earned autonomy, that successful schools should have every possible freedom to determine the education they offer to their learners.

Schools that join the Trust do so on the understanding that they will, at all times, uphold the agreed core ethos and values. In South Bank MAT we expect all children to be treated with respect. We expect schools to engender a culture of tolerance and empathy and to respond decisively where bullying is found to be taking place. We expect a coherent strategy to engage pupils as good role models in the school and wider communities.

2 ETHOS AND VALUES:

As a MAT we are committed to :

◆ Equality

All schools are equal partners and there is no lead school.

◆ Excellence

Our staff get the best out of our pupils, and we get the best out of our staff by improving recruitment and development opportunities across all our schools.

◆ Collaboration

We work together to meet the school improvement challenges faced across our schools

◆ Efficiency

Our effective central staffing team provides best value for shared services through excellent procurement and economies of scale.

◆ Autonomy

Successful Local Governing Boards (LGBs) are given the maximum possible freedom in running their schools.

◆ Inclusivity

All schools in our Trust remain inclusive organisations that welcome and support all students. As a Trust, we have pledged to work towards reducing barriers to success faced by disadvantaged children.

◆ Transparency

We are open with each other to provide peer challenge and support for leaders at all levels.

3 DEFINITION OF BULLYING:

“Bullying” means repeated written, electronic, verbal or physical conduct that adversely affects the ability of one or more pupils to participate in or benefit from the school’s educational programs or activities by placing the pupil(s) in reasonable fear of harm. This includes conduct that is based on a pupil’s actual or perceived race, colour, national origin, sex, disability, sexual orientation, gender identity or expression, religion or any other distinguishing characteristics. This also includes association with a person or group with one or more of the abovementioned characteristics, whether actual or perceived.

4 SCOPE

This policy covers conduct that takes place in all premises of the South Bank Multi-Academy Trust, at school-sponsored functions and activities, on school buses or vehicles, and at bus stops. This policy also pertains to usage of electronic technology and electronic communication that occurs in the Trust, it’s schools, on school property, at school-

sponsored functions and activities, on school buses or vehicles, at bus stops, and on school computers, networks, forums, and mailing lists. This policy applies to the entire Trust community, including employees of the Trust, volunteers within the Trust and pupils attending Trust schools.

5 EARNED AUTONOMY:

Each school within the Trust, that enjoys full earned autonomy, decides upon the most appropriate Anti-bullying policy for its pupils and the community they serve. All allegations of bullying will be reported to the Headteacher or a designated staff member. Whoever is designated to accept complaints will also be responsible for investigating the allegation in a timely manner and determining appropriate disciplinary action. The Headteacher or designated staff member will be held accountable for doing everything possible, within reason, to resolve the situation by the Local Governing Board of the School who will ensure that there is a fair and consistent approach to all members of the school community regardless of their ethnicity, gender preference or culture.

4 LIMITED AUTONOMY:

Where a school does not have full earned autonomy with regards to behaviour, the Trust Board through the Trust Principal, will ensure that they are fully supported in delivering an effective Anti-Bullying Policy that is closely monitored at a Local Governing Board and Trust level.

5 IMPLEMENTATION AND MONITORING:

Headteachers will be responsible for:

- Implementing a school anti-bullying policy that incorporates principles of the Trust Anti-Bullying Policy Statement.
- Reporting to their Local Governing Board and to the Trust incidents of bullying, this will take the form of a KPI document completed termly that identifies disadvantaged and minority groups, minuted by the LGB and stored securely and centrally for Trust monitoring purposes