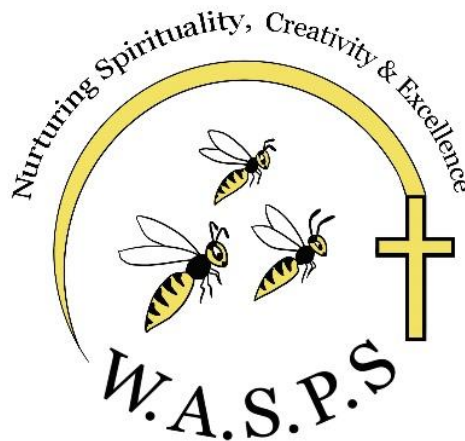


Anti-Bullying Policy

at

Weston All Saints Primary School



The Partnership Trust



This policy is written in reference to the Christian Foundation of the school.

'Nurturing spirituality, creativity and excellence'

I can do all these things through Christ who strengthens me – Philippians
4:13

Approved by:	LGB	Date: July 2021
Last reviewed in:	June 2021	
Next review due by:	June 2023	

Introduction

Statement of intent

Weston All Saints C of E Primary School believes that all pupils are entitled to learn in a safe and supportive environment; this means being free from all forms of bullying behaviour. This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying.

These strategies, such as learning about tolerance and difference as part of the school's curriculum, aim to promote an inclusive, tolerant and supportive ethos at the school.

The Education and Inspections Act 2006 outlines several legal obligations regarding the school's response to bullying. Under section 89, schools must have measures in place to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the school's Policy for Behaviour, which is communicated to all pupils, school staff and parents.

All staff, parents and pupils work together to prevent and reduce any instances of bullying at the school. There is a zero-tolerance policy for bullying at the school.

Main Body of the Policy

1. Legal Framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Equality Act 2010
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Public Order Act 1986
- Communications Act 2003
- Human Rights Act 1998
- Crime and Disorder Act 1998
- Education Act 2011

This policy has been written in accordance with guidance, including, but not limited to:

- DfE (2017) 'Preventing and tackling bullying'
- DfE (2018) 'Sexual violence and sexual harassment between children in schools and colleges'
- DfE (2018) 'Mental health and well-being provision in schools'

This policy operates in conjunction with the following school policies:

- Behaviour Policy
- Equality
- Child Protection & Safeguarding Policy
- Social Media Policy
- Online Safety Policy
- Children with Health Needs who Cannot Attend School Policy
- Mental Health and Well-Being Policy

2. Definition

For the purpose of this policy, “bullying” is defined as persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group.

Bullying is generally characterised by:

- Repetition: Incidents are not one-offs; they are frequent and happen over a period of time
- Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental
- Targeting: Bullying is generally targeted at a specific individual or group
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations

Vulnerable pupils are more likely to be the target of bullying due to the attitudes and behaviours some young people have towards those who are different from themselves. Vulnerable pupils may include, but are not limited to:

- pupils with SEND
- pupils who are adopted
- pupils suffering from a health problem
- pupils with caring responsibilities
- pupils who are perceived to be different in any way

3. Types of bullying

Many kinds of behaviour can be considered bullying and can be related to almost anything.

Teasing another pupil because of their appearance, religion, ethnicity, gender, sexual-orientation, home life, culture, disability, or SEND are some of the types of bullying that can occur.

Bullying is acted out through the following mediums:

- verbally
- physically
- emotionally
- on-line (Cyber)

Racist bullying: Bullying another person based on their ethnic background, religion or skin colour. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.

Homophobic bullying: Bullying another person because of their actual or perceived sexual orientation.

Transphobic bullying: Bullying based on another person’s gender ‘variance’ or for not conforming to dominant gender roles.

Sexist bullying: Bullying based on sexist attitudes expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.

Sexual bullying: Bullying behaviour that has a physical, psychological, verbal or non-verbal sexual dimension/dynamic that subordinates, humiliates or intimidates another person. This is commonly underpinned by sexist attitudes or gender stereotypes.

Prejudicial bullying: Bullying based on prejudices directed towards specific characteristics, e.g. SEND or mental health issues.

Relational bullying: Bullying that primarily constitutes of excluding, isolating and ostracising someone – usually through verbal and emotional bullying.

4. Roles and responsibilities

The LGB is responsible for:

- evaluating and reviewing this policy to ensure that it is not discriminatory
- The overall implementation of this policy
- ensuring that the school adopts a tolerant and open-minded policy towards difference
- ensuring the school is inclusive
- analysing any bullying data to establish patterns and reviewing this policy in light of these

The Headteacher is responsible for:

- reviewing and amending this policy, accounting for new legislation and government guidance, and using staff experience of dealing with bullying incidents in previous years to improve procedures
- keeping a Bullying Report Form of all reported incidents, including which type of bullying has occurred, to allow for proper analysis of the data collected
- analysing the data in the bullying record at termly intervals to identify trends, so that appropriate measures to tackle them can be implemented
- arranging appropriate training for staff members
- corresponding and meeting with parents where necessary
- providing a point of contact for pupils and parents, when bullying incidents occur

Teachers are responsible for:

- being alert to social dynamics in their class
- being available for pupils who wish to report bullying
- providing follow-up support after an incident of bullying
- being alert to possible bullying situations, particularly exclusion from friendship groups, and informing the Headteacher of such observations
- refraining from gender stereotyping when dealing with bullying
- understanding the composition of pupil groups, showing sensitivity to those who have been the victims of bullying
- reporting any instances of bullying once they have been approached by a pupil for support

The SENCO or Inclusion Lead is responsible for:

- offering emotional support to victims of bullying
- alerting the Headteacher regarding any incidents of bullying
- supporting the perpetrator of the bullying to change their behaviour

Parents are responsible for:

- informing their child's teacher if they have any concerns that their child is the victim of bullying or involved in bullying in anyway
- being watchful of their child's behaviour, attitude and characteristics and informing the relevant staff members of any changes

Pupils are responsible for:

- informing a member of staff if they witness bullying or are a victim of bullying
- not making counter-threats if they are victims of bullying
- walking away from dangerous situations and avoiding involving other pupils in incidents

- keeping evidence of cyber bullying and informing a member of staff should they fall victim to cyber bullying

5. Statutory implications

The school understands that, under the Equality Act 2010, it has a responsibility to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it

The school understands that, under the Human Rights Act (HRA) 1998, it could have charges brought against it if it allows the rights of children and young people at the school to be breached by failing to take bullying seriously.

The Headteacher will ensure that this policy complies with the HRA; the Headteacher understands that they cannot do this without fully involving their teaching staff.

Although bullying itself is not a criminal offence, some types of harassment, threatening behaviour and/or communications may be considered criminal offences:

- under the Malicious Communications Act 1988, it is an offence for a person to electronically communicate with another person with the intent to cause distress or anxiety, or in a way which conveys a message which is indecent or grossly offensive, a threat, or contains information which is false and known or believed to be false by the sender
- the Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment
- section 127 of the Communications Act 2003 makes it an offence to send, by means of a public electronic communications network, a message, or other matter, that is grossly offensive or of an indecent, obscene or menacing character. It is unlawful to disseminate defamatory information through any media, including internet sites
- other forms of bullying which are illegal and should be reported to the police include: violence or assault, theft, repeated harassment or intimidation and hate crimes

6. Prevention

The school clearly communicates a whole-school commitment to addressing bullying in the form of a written statement which is regularly promoted across the whole school.

All reported or suspected instances of bullying will be investigated by a member of staff.

Staff will encourage pupil cooperation and the development of interpersonal skills using group and pair work.

All types of bullying will be discussed as part of the curriculum.

Diversity, difference and respect for others will be promoted and celebrated through various lessons.

Classrooms will be organised and altered in a way that prevents instances of bullying.

Opportunities to extend friendship groups and interactive skills are provided through participation in special events, for example, drama productions, sporting activities and cultural groups.

All members of the school are made aware of this policy and their responsibilities in relation to it.

All staff members receive training on identifying and dealing with the different types of bullying.

Children are reminded regularly that if they feel threatened or alone at playtime, they should seek support from any adult on duty.

Any child who is identified as having friendship issues or suspected bullying concerns will be regularly supported by their class teacher so that concerns can be discussed and handled quickly.

Teachers will also offer an 'open door' policy allowing pupils to discuss any bullying, whether they are victims or have witnessed an incident.

Before a pupil joins the school, the pupil's teacher considers integration strategies – this will include giving the pupil a buddy to help integrate them into the school.

The school will be alert to, and address, any mental health and wellbeing issues amongst pupils, as these can be a cause of bullying behaviour.

The school will ensure potential perpetrators are given support as required, so their educational, emotional and social development isn't negatively influenced by outside factors, e.g. mental health issues.

In addition to the above, the school will ensure that all pupils have respect for, and understanding of, the feelings and needs of other pupils so that incidents of bullying are avoided in the first place by

- having a programme of assemblies based on instilling the Christian Values
- regular class circle times where children can express the feelings in a safe and supportive environment
- following the JIGSAW PSHE Scheme of Work
- actively embracing Anti-Bullying Week each year

This means that pupils will be taught:

- to recognise their worth as individuals, by identifying positive things about themselves and their achievements, seeing their mistakes, making amends and setting personal goals
- to face new challenges positively by collecting information, looking for help, making responsible choices and taking action
- to realise the consequences of anti-social and aggressive behaviours, such as bullying, on individuals and communities
- to reflect on spiritual, moral, and cultural issues, using drama, role play and imagination to understand other people's experiences
- to consider the different ways in which people can have power over others
- to explore why people use bullying behaviour using a range of strategies to support them - empathy and responsibility will remain the key themes
- to resolve differences by looking at alternatives, making decisions, and explaining choices
- to recognise different risks in different situations and then deciding how to behave responsibly
- that pressure to behave in an unacceptable or risky way can come from a variety of sources, including people they know
- how to ask for help and use basic techniques for resisting pressure to do wrong
- that their actions affect themselves and others

- to care about other people's feelings and to try to see things from their points of view
- to realise the nature and consequences of teasing, bullying, and aggressive behaviours and how to respond to them and ask for help
- to recognise and challenge stereotypes

The school will ensure that any incidents of bullying that do occur are identified and reported as soon as possible by:

- teaching pupils what acceptable and unacceptable behaviour is and having charts of these displayed in classes and around the school
- teaching pupils the definition of bullying
- clearly identifying to pupils who they can tell if they are subjected to, have knowledge of, or are witness to any kind of bullying – this is usually their class teacher but can be any adult in school
- encouraging parents to share with the school any worries they have concerning bullying and that they know who to speak to. In the first instance, this is their child's class teacher. The next stage would be the Year Group Coordinator, followed by the Senior Management Team and then the Senior Leadership Team.

7. Signs of bullying

Staff will be alert to the following signs that may indicate a pupil is a victim of bullying:

- being frightened to travel to or from school
- unwillingness to attend school
- truancy
- becoming anxious or lacking confidence
- saying that they feel ill in the morning
- decreased involvement in school work
- returning home with torn clothes or damaged possessions
- missing possessions
- missing food or snack
- asking for extra money or stealing
- cuts or bruises
- lack of appetite
- unwillingness to use the internet or mobile devices
- becoming agitated when receiving calls or text messages
- lack of eye contact
- becoming short tempered
- change in behaviour and attitude at home

Although the signs outlined above may not be due to bullying, they may be due to deeper social, emotional or mental health issues, so are still worthy of investigation.

Pupils who display a significant number of these signs are approached by a member of staff, to determine the underlying issues, whether they are due to bullying or other issues. An individual Thrive assessment may be carried out.

In addition, staff will be aware of the potential factors that may indicate a person is likely to have bullying behaviours, including, but not limited to, the following:

- they have experienced poor mental health

- they have been the victim of domestic abuse or have witnessed domestic abuse
- their academic performance has started to fall
- they have experienced other ACEs (Adverse Childhood Experiences)

If staff become aware of any factors that could lead to bullying behaviours, they will notify the pupil's class teacher, who will investigate the matter and monitor the situation.

8. Staff principles

The school will ensure that prevention is a prominent aspect of its anti-bullying vision.

Staff will treat reports of bullying seriously and they will not ignore signs of suspected bullying.

Unpleasantness from one pupil towards another is always challenged and never ignored.

Staff act immediately when they become aware of a bullying incident; this applies to all staff, not solely teaching staff. Any incidents of bullying will be investigated on the day that they are reported or witnessed or if this is not possible, on the subsequent school day. Staff will be trained on how to record and pass on disclosures of bullying according to the "Procedure for Dealing with Incidents".

Staff always respect pupils' privacy, and information about specific instances of bullying are not discussed with others, unless it is in a setting that the victim has given consent to, or there is a safeguarding concern.

If a member of staff believes a pupil is in danger, e.g. of being hurt, they will inform the DSL immediately.

Follow-up support is given to both the victim and perpetrator in the months following any incidents, to ensure all bullying has stopped.

We respond promptly and appropriately by:

- following the 'Behaviour Policy' and if in the unlikely event of continued bullying, adhering to the 'Staged Discipline Procedure' whilst treating each case individually and without prejudice
- allowing all parties to have their say and by speaking to potential witnesses
- informing parents of the victim and perpetrator on the same day if at all possible, otherwise, the following school day

9. Preventing peer-on-peer sexual abuse

The school has a zero-tolerance approach to all forms of peer-on-peer sexual abuse, including sexual harassment and sexual violence.

Sexual harassment refers to unwanted conduct of a sexual nature that occurs online or offline.

Sexual harassment violates a child's dignity and makes them feel intimidated, degraded or humiliated, and can create a hostile, sexualised or offensive environment.

If left unchallenged, sexual harassment can create an atmosphere that normalises inappropriate behaviour and may lead to sexual violence. Sexual violence refers to the three following offences:

- Rape: A person (A) commits an offence of rape if he intentionally penetrates the vagina, anus or mouth of another person (B) with his penis, B does not consent to the penetration and A does not reasonably believe that B consents
- Assault by Penetration: A person (A) commits an offence if s/he intentionally penetrates the vagina or anus of another person (B) with a part of her/his body or anything else, the penetration is sexual, B does not consent to the penetration and A does not reasonably believe that B consents

- Sexual Assault: A person (A) commits an offence of sexual assault if s/he intentionally touches another person (B), the touching is sexual, B does not consent to the touching and A does not reasonably believe that B consents.

The school's Child Protection and Safeguarding Policy outlines our stance on addressing peer-on-peer sexual abuse, and the procedures in place will be adhered to if any instances of sexual harassment or sexual violence be uncovered.

To prevent peer-on-peer abuse and address the wider societal factors that can influence behaviour, the school will educate pupils about abuse, its forms and the importance of discussing any concerns and respecting others through the curriculum, assemblies and JIGSAW PSHE lessons.

The school will also ensure that pupils are taught about safeguarding, including online safety, as part of a broad and balanced curriculum.

Such content will be age and stage of development specific, and tackle issues such as the following:

- healthy relationships
- respectful behaviour
- gender roles, stereotyping and equality
- body confidence and self-esteem
- prejudiced behaviour
- that sexual violence and sexual harassment is always wrong
- addressing cultures of sexual harassment

All staff will be aware that pupils of any age and sex are capable of abusing their peers and will never tolerate abuse as "banter" or "part of growing up".

All staff will be aware that peer-on-peer abuse can be manifested in many ways, including sexting and gender issues, such as girls being sexually touched or assaulted, and boys being subjected to hazing/initiation type of violence which aims to cause physical, emotional or psychological harm.

All staff will be made aware of the heightened vulnerability of pupils with SEND, who are three times more likely to be abused than their peers. Staff will not assume that possible indicators of abuse relate to the pupil's SEND and will always explore indicators further.

LGBT children can be targeted by their peers. In some cases, children who are perceived to be LGBT, whether they are or not, can be just as vulnerable to abuse as LGBT children.

The school's response to boy-on-boy and girl-on-girl sexual violence and sexual harassment will be equally as robust as it is for incidents between children of the opposite sex.

Pupils will be made aware of how to raise concerns or make a report and how any reports will be handled – this includes the process for reporting concerns about friends or peers.

If a child has been harmed, is in immediate danger or is at risk of harm, a referral will be made to Children's Social Care Services (CSCS).

Managing disclosures

Victims will always be taken seriously, reassured, supported and kept safe.

Victims will never be made to feel like they are causing a problem or made to feel ashamed.

If a friend of a victim makes a report or a member of staff overhears a conversation, staff will act – they will never assume that someone else will deal with it.

The basic principles remain the same as when a victim reports an incident; however, staff will consider why the victim has not chosen to make a report themselves and the discussion will be handled sensitively and with the help of CSCS where necessary.

If staff are in any doubt, they will speak to the DSL.

The DSL will be informed of any allegations of abuse against pupils with SEND. They will record the incident in writing and, working with the SENCO or Inclusion Lead, decide what course of action is necessary, with the best interests of the pupil in mind at all times.

Confidentiality

The school will only engage with staff and agencies required to support the victim and/or be involved in any investigation.

If a victim asks the school not to tell anyone about the disclosure, the school will not make this promise.

Even without the victim's consent, the information may still be lawfully shared if it is in the public interest and protects children from harm.

The Designated Safeguarding Lead will consider the following when making confidentiality decisions:

- parents will be informed unless it will place the victim at greater risk
- if a child is at risk of harm, is in immediate danger or has been harmed, a referral will be made to CSCS
- rape, assault by penetration and sexual assaults are crimes – reports containing any such crimes will be passed to the police

More information regarding the school's stance on preventing peer-on-peer sexual abuse is available in our Child Protection and Safeguarding Policy.

10. Online Safety

The school has an Online Safety Policy in place, which outlines the school's zero tolerance approach to cyber bullying.

The school views cyber bullying in the same light as any other form of bullying and will follow the sanctions set out in this policy if they become aware of any incidents.

The school will support pupils who have been victims of cyber bullying by holding formal and informal discussions with the pupil about their feelings and whether the bullying has stopped, in accordance with of this policy.

In accordance with the Education Act 2011, the school has the right to examine and delete files from pupils' personal devices, e.g. mobiles phones, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.

If an electronic device is seized by a member of staff, and there is reasonable ground to suspect that it contains evidence in relation to an offence, the device must be given to the police as soon as it is reasonably practicable.

If a staff member finds material that they do not suspect contains evidence in relation to an offence, the Headteacher will decide whether it is appropriate to delete or retain the material as evidence of a breach of the relevant policies.

11. Procedures

Minor incidents are reported to the victim's class teacher, who investigates the incident, reports it to a member of SLT who sets appropriate sanctions for the perpetrator and informs the Headteacher in writing of the incident and outcome.

When investigating a bullying incident, the following procedures are adopted:

- the victim, alleged bully and witnesses are all interviewed separately
- members of staff ensure that there is no possibility of contact between the pupils being interviewed, including electronic communication
- if a pupil is injured, members of staff take the pupil immediately to a first aider for a medical opinion on the extent of their injuries
- a room is used that allows for privacy during interviews
- a witness is used for serious incidents
- if appropriate, the alleged bully, the victim and witnesses, are asked to write down details of the incident: this may need prompting with questions from the member of staff to obtain the full picture
- premature assumptions are not made, as it is important not to be judgemental at this stage
- members of staff listen carefully to all accounts, being non-confrontational and not attaching blame until the investigation is complete
- all concerned pupils are informed that they must not discuss the interview with other pupils

Due to the potential for sexist, transphobic, sexual, etc. bullying to be characterised by inappropriate sexual behaviour, staff members involved in dealing with the incident are required to consider whether there is a need for safeguarding processes to be implemented.

12. Sanctions

If the Headteacher is satisfied that bullying has taken place, the pupil will be helped to understand the consequences of their actions and warned that there must be no further occurrences.

The Headteacher or a member of the Senior Leadership Team informs the pupil of the type of sanction to be used in this instance (lost free time, service-based activities, restorative actions etc.) and future sanctions if the bullying continues.

If possible, the Headteacher or a member of the Senior Leadership Team will attempt reconciliation and will obtain a genuine apology from the perpetrator. This will either be in writing to the victim (and/or witnesses if appropriate), or face-to-face, but only with the victim's full consent.

Discretion is used here: victims will never be pressured into a face-to-face meeting with the perpetrator.

The perpetrator is supported to realise, by speaking with their class teacher on a regular basis, that some pupils do not understand the distress they are causing, and that they should change their behaviour.

The class teacher informally monitors the pupils involved over the next half-term.

We ensure the perpetrator understands the impact of their actions and addresses their behaviour and its causes by:

- reminding them of the teaching in this area, outlined in point 1.

- communicating with their parents so that all parties are addressing the causes of the behaviour together
- applying discipline according to the 'Staged Discipline Procedure'
- insisting that apologies are made
- providing emotional support as necessary

13. Support

Pupils who have been bullied are supported in the following ways:

- being listened to
- having an immediate opportunity to meet with their class teacher or a member of staff of their choice
- being reassured
- being offered continued support

If the pupil visits the SENCO or Inclusion Lead they informally check whether the bullying has stopped.

For an appropriate period of time after the initial complaint of bullying, the class teacher holds an informal discussion, on a regular basis, to check whether the bullying has stopped.

The Headteacher or a member of the Senior Leadership Team holds a formal meeting, on a monthly basis, to check whether the bullying has stopped – these formal meetings will continue to take place once a month until the Headteacher and victim are confident the bullying has stopped.

If necessary, group dynamics are broken up by members of staff by assigning places in classes.

The victim is encouraged to tell a trusted adult in school if bullying is repeated.

The victim is encouraged to broaden their friendship groups by joining lunchtime or after-school club or activity.

We ensure the victim feels a sense of resolution and closure by:

- insisting that a written or verbal apology is made
- investigating matters fully (usually by a member of the SMT) on the same day that they are reported
- making 'follow up' contact around a week later (as per the 'Procedure for Dealing with Incidents') performed by the staff member who investigated the incident
- providing emotional support as necessary

The school, particularly the Designated Safeguarding Lead and Inclusion Lead, will work with the victim to build resilience, e.g. by offering emotional therapy.

The school realises that bullying may be an indication of underlying mental health issues.

Perpetrators will be required to attend a mandatory session with the SENCO, Inclusion Lead and/or a Thrive Practitioner, to assist with any underlying mental health or emotional well-being difficulties.

The school will work with the perpetrator regarding any underlying mental health or emotional well-being problems.

14. Follow-up support

The progress of both the bully and the victim are monitored by their class teachers.

One-on-one sessions to discuss how the victim and bully are progressing may be appropriate.

If appropriate, follow-up correspondence is arranged with parents one month after the incident.

Pupils who have bullied others are supported in the following ways:

- receiving a consequence for their actions in line with our Behaviour Policy
- being able to discuss what happened
- being helped to reflect on why they became involved
- being helped to understand what they did wrong and why they need to change their behaviour
- appropriate assistance from parents

Such behaviour is avoided in the future by:

- maintaining communication channels with parents so that there is synergy between all parties
- informing all staff including SMSAs to be particularly vigilant of both parties at playtimes
- logging the incidents in the back of class planners so that patterns of behaviour can be easily observed
- making 'follow up' contact with all parties at relevant intervals on a weekly then monthly basis

In cases where the effects of bullying are so severe that the pupil cannot successfully reintegrate back into the school, the Headteacher and DSL will look to transfer the pupil to another mainstream school. Support from outside agencies will be sought.

15. Bullying outside of school

The Headteacher has a specific statutory power to discipline pupils for poor behaviour outside of the school premises.

Section 89(5) of the Education and Inspections Act 2006 gives the Headteacher the power to regulate pupils' conduct when they are not on school premises, and therefore, not under the lawful charge of a school staff member.

Teachers have the power to discipline pupils for misbehaving outside of the school premises. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it is investigated and acted on.

In all cases of misbehaviour or bullying, members of staff can only discipline the pupil on school premises, or elsewhere when the pupil is under the lawful control of the member of staff, e.g. on a school trip

The Headteacher is responsible for determining whether it is appropriate to notify the police of the action taken against a pupil.

If the misbehaviour could be of a criminal nature or poses a serious threat to a member of the public, the police are always informed.

16. Publication of Information

This is not a confidential document and may be viewed on the school's website.

17. Monitoring and review

This policy is reviewed every two years by the Headteacher and the DSL.

Policy Revision History		
Policy version	Author	Approval
V.1 2017	K Pratt	Comenius Trust
V.2 2019	V Ledbury	Comenius Trust
V.3 June 2021 - revised	H Folkes	Local Governing Body