



Creating Learners Without Limits

Title	Anti-Bullying Appendix
Reviewed	September 2019
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Associated Policies	Teaching and Learning Home School Agreement HAT Anti-bullying Policy
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Approved	

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A Whole School Policy

Our school community consists of pupils, teachers, teaching assistants, governors, non-teaching staff and parents/carers.

All staff and pupils within the school community have the right to be treated fairly and equally and with respect by others within the school.

Statement of Intent

Bullying of any kind is unacceptable at Victoria Primary Academy. We are committed to providing a caring, safe and secure environment for everyone that attends our school in order that they can work and learn in an atmosphere which is free from humiliation, oppression and abuse. We are keen for everybody to proactively support us in this aim, therefore if bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. This also means that anyone who knows that bullying is happening is expected to tell a member of staff.

Parents should feel confident that when they send their child to school they will be safe and happy here. In order to achieve this, allegations of bullying will be taken seriously by all members of the school community.

It is also important to state that as any member of the school community can be a victim; this policy also applies to the bullying of school staff, whether by pupils, parents or other staff.

Definition of Bullying Behaviour

Our school's definition of bullying, developed in consultation with pupils, parents and staff is: bullying is a behaviour which involves systematic abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to another person. Bullying is the willful, conscious desire to hurt, harass, upset, threaten or frighten someone. One-off incidents, whilst they may be very serious and will always be dealt with swiftly and proficiently, do not fall within the school's definition of 'bullying'.

Bullying is behaviour that hurts someone else – such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone.

It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.

Bullying that happens online, using social networks and mobile phones, is often called cyberbullying. A child can feel like there's no escape because it can happen wherever they are, at any time of day or night.

(NSPCC)

Bullying Can Be:

- Emotional - being unfriendly, excluding, tormenting (e.g hiding books/belongings, threatening gestures)
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic- because of, or focussing on the issue of sexuality.
- Religious- focusing on belief as different and a threat
- Culture -taunts about being different
- Verbal - name-calling, sarcasm, spreading rumours, persistent teasing
- Disability -taunting because of appearance or health conditions.
- Related to home -verbal abuse about home or family members, rumours, social exclusion.
- Cyber- all areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video technology.

Who Bullies?

Anyone has the capacity to bully. There are no completely reliable diagnoses. Those who perceive themselves as low status within a community, institution or group may use bullying or artificially boost their status. Self-esteem is therefore a key factor in whether someone bullies or not. This puts equal opportunities and inclusion at the centre of all anti-bullying work in schools.

Who is Bullied?

Anyone can be bullied -pupil, parent/carer/guardian or staff member or visitor. People who suffer bullying are often perceived by others to be different. Sometimes the perceived difference is individual to that person - shyness, physical appearance, clothing and possessions, accent, perceived inappropriate behaviour.

Recognising Bullying

All members of the school community will be alert to the possibility of breaches of the policy and take appropriate action. Pupils who identify that the policy is not being followed will alert an adult they trust. The person who receives a report from a pupil

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will take it extremely seriously and be seen to be doing so. Confidential questionnaires will be completed annually to gather important data in order to implement appropriate strategies.

- School worry box for pupil concerns and ideas
- The school council to deal with anti-bullying issues/ideas on a regular basis

Prevention

As with behaviour, we aim to prevent bullying, by making our expectations clear to children and talking about these issues through our school curriculum.

This includes:

- An annual Anti-Bullying day with follow up sessions involving the whole school
- Encouraging children to understand right and wrong (from entry into the school)
- Lessons/discussions involving our PSHE curriculum and through our work on Protective Behaviours
- Discussions/lessons regarding e-safety within ICT lessons annually and as necessary throughout the year (in line with the school policy)
- Classroom worry boxes
- Knowledge and understanding members of staff
- Links with other schools within the Hatton Academy Trust

We encourage children to tell someone when they are being bullied or when they know bullying is going on, so that we can help.

If anyone observes bullying we encourage them to report it to the class teacher, member of SLT or Principal.

When bullying does occur we guarantee that it will be treated seriously and dealt with by the Principal or a member of the Senior Leadership Team.

All members of staff have access to anti-bullying training and follow the schools anti-bullying policy.

Procedures and Recording

All the staff at VPA have been trained to use the academy's behaviour recording system which is called Behaviour Watch and is an online based system. Any potential incidents of bullying are recorded both on Behaviour Watch and also by the Behaviour Lead in a bullying log. All suspected or potential incidents of bullying are investigated by the behaviour lead. The behaviour recording system is discussed each week by SMT and any serious or unresolved incidents are investigated.

There is a bullying concern form which all staff are aware of and have copies of. Any concerns regarding potential bullying are communicated to the Vice Principal responsible for behaviour. By having a single named person monitoring bullying the academy is able to act quickly upon any concerns. Detailed records are kept in the first instance on the

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Behaviour Watch system. The behaviour lead uses this to identify any patterns of potential bullying and acts on these. There is also a separate record kept of all bullying concerns and interventions made. This includes sections on all the forms of prejudicial bullying including related to special educational need, sex, race, religion and belief, disability, sexual orientation or gender reassignment.

The behaviour system allows teachers to quickly identify issues of bullying against a particular child and by a particular child. Once an incident or bullying has been identified, a thorough investigation of the incident involving all parties will be undertaken. After an investigation has taken place, a decision should be made as to whether a case of persistent bullying is taking place.

If this is the case, the parents of the perpetrator will be invited to discuss the situation with the Principal. Parents of the bullied child must be kept informed of the whole process and it is vital that they feel satisfied with the way the incident has been dealt with.

Support

Pupils who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence.

Actions will vary to accommodate the varying degrees of bullying, ranging from: counselling, buddy system, SEAL small group activities. An adult will carry out a follow up interview within a month of the incident to check on their well-being.

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil.

The perpetrator will be encouraged to apologise and to suggest ways of re-building trust with the victim. Other appropriate sanctions may be taken e.g loss of breaks, exclusion from school clubs or other privileges, involvement of parents and in extreme circumstances, exclusion.

The Behaviour lead and class teacher will work closely with parents and the SENCO to develop effective strategies to prevent reoccurrence, however if this continues outside agencies will be involved.

Adult Bullying

From time to time, adults behave inappropriately towards each other. If any parent

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feels that they are being treated inappropriately within our school community they must report this to the Principal immediately.

On occasions, when a parent suspects another child of inappropriate behaviour towards their own child, they try to take matters into their own hands. This can result in:

- Parent approaching other parents in groups
- Inappropriate verbal exchanges in front of pupils
- A breakdown in communication

If children are experiencing problems with other children, parents must not try to take matters into their own hands. A parent confronting other parents in the playground is not acceptable and could be viewed as adult bullying. The school should be informed immediately of any concerns so that we may intervene to resolve the problem to ensure our school community remains a happy, safe and enjoyable place where everyone wants to be.

Monitoring and Evaluation

This policy will be reviewed annually by all stakeholders, children, staff, governors and parents. The policy will be revised accordingly following the review.

All acts of bullying will be recorded in the bullying log, the behaviour watch system and reviewed weekly by the SLT.

Next Review: September 2020