

Vicarage Primary School

Anti- Bullying Policy

Aim:

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and will be dealt with fairly, consistently and reasonably.

Throughout this policy the term 'parent' is used to mean a pupil's parent, carer or guardian.

Statutory duties of schools

Schools have a duty to 'safeguard and promote the welfare of pupils' and to ensure that children and young people are safe from bullying and discrimination in school and outside of school where it is reasonable.

Scope of this policy and links to other policies

This policy includes:

- bullying of pupils by pupils within school
- bullying of and/or by pupils outside of school, where the school is aware of it
- bullying of staff by pupils within or outside school

Allegations about bullying of pupils by staff will be dealt with under the school's Safeguarding Policy.

This policy has links to the following school policies and procedures:

- equality policy
- behaviour policy
- acceptable use policy (internet safety)
- safeguarding (child protection) policy
- complaints procedure

Definition

Bullying is any behaviour by an individual or group that:

- is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
- happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident
- involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves

It can be:

- Physical, e.g. kicking, hitting, taking and damaging belongings
- Verbal, e.g. name calling, taunting, threats, offensive remarks
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- Cyber, e.g. texts, e-mails, picture/video clip bullying, Instant Messaging (IM)

We recognise that bullying that is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs.

Identifying and reporting concerns about bullying

All concerns about bullying will be taken seriously and investigated thoroughly. Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. School staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Pupils who are bullying others also need support to help them understand and change their behaviour.

Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All pupils will be encouraged to report bullying by

- talking to a member of staff of their choice
- contacting local and national support agencies for advice/support such as NSPCC

Parents will be encouraged to report concerns about bullying and to support the school in tackling it.

Responding to reports about bullying school:

The school will take the following steps when dealing with concerns about bullying:

If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it

- A clear account of the concern will be recorded and given to the head teacher

- A member of Leadership Group will interview everyone involved and keep a detailed record. This will be held in line with the school's data protection policy/practice
- Parents and other relevant adults will be kept informed as appropriate
- Where bullying occurs outside school, any other relevant schools or agencies (e.g. after school clubs, transport providers) will be informed about the concerns and any actions taken
- Punitive measures will be used as appropriate and in consultation with all parties involved

If bullying has taken place support will be offered either by:

- Offering an immediate opportunity to discuss the experience with a member of staff
- Providing reassurance that the bullying will be addressed
- Restoring self-esteem and confidence
- The use of interventions and/or referrals e.g. nurture group, Learning Mentor, CFCS referral , where appropriate

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 to help change the attitude of the pupil
- The use of specialist interventions and/or referrals to other agencies where appropriate

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Exclusion: from class, lunchtime, fixed-term, permanent exclusion

Parents and carers:

- Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.
- Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone.

- Referral of the family to external support agencies will be made where appropriate

In order to prevent bullying we will:

- Foster an inclusive, caring respectful ethos for all within school.
- Reinforce good behaviour
- Raise awareness of the nature of bullying through inclusion in PSHE assemblies, subject areas and informal discussion, as appropriate, in order to identify bullying, strategies to deal with bullying (victim / bystander) in order to eradicate such behaviour.
- Involve pupils so that all pupils understand our approach and are clear about the part they can play to prevent bullying.
- Involve parents to ensure that they are clear that we do not tolerate bullying and are aware of the procedures to follow if they believe their child is being bullied.
- Participate in national and local initiatives such as Anti-bullying Week
- Seek to develop links with the wider community that will support inclusive anti-bullying education.