



ANTI-BULLYING POLICY

FOR

VICARAGE PARK SCHOOL

BULLYING: OUR SCHOOL'S VALUES AND BELIEFS

All pupils and staff have the right to feel happy, safe and included.

Pupils and staff have the right to work in an environment without harassment, intimidation or fear.

All bullying, of any sort, is therefore unacceptable.

Pupils who experience bullying will be supported.

We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

OUR INTENTIONS IN PRODUCING THIS POLICY ARE:

An expression of our belief that all pupils should be included fully in the life of the school.

To provide a learning environment free from any threat or fear, which is conducive to the achievement of individual aspirations.

To reduce and to eradicate wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.

To reduce and to eradicate wherever possible, instances in which pupils are subject to any form of bullying.

To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.

To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.

To meet any legal obligations which rest with the school.

OUR DEFINITION OF BULLYING:

Bullying involves dominance of one pupil by another, or a group of others, is premeditated and usually forms a pattern of behaviour.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against

It can take many forms, but the main types are:

- Physical – hitting, kicking, taking another's belongings
- Verbal – name calling, insulting, making offensive remarks

- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school, we will pay particular attention to:

- Racial harassment and racist bullying
- Gender bullying
- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities.

CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL

Our school's Code of Behaviour explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being and include and support each other.

We will draw on Vicarage Park's Behaviour Curriculum and Primary Strategy Social and Emotional Aspects of Learning (SEAL) materials. We actively promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum will be used to:

- Raise awareness about bullying and our anti-bullying policy.
- Increase understanding for victims and help build an anti-bullying ethos, and
- To teach pupils how constructively to manage their relationships with others.

Current affairs, literature, human rights issues and historical events will be used when appropriate to reinforce our anti-bullying approach.

Individual discussions, Circle Time, role plays and stories will be used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school. Over the school year the SEAL 'Say No to Bullying' year group activities will be used.

Bullying will not be tolerated.

We will use school assemblies and collective worship to reinforce our message that bullying will not be tolerated.

Posters will tell pupils about Childline and other sources of confidential help.

Our School Council will offer a forum in which concerns about bullying can be discussed.

We will ask pupils where and when bullying occurs in school and we will supervise, and try to eliminate any unsafe areas which they report to us.

We will provide training for teachers and non-teaching staff (including mid-day supervisors) on spotting the signs of bullying and how to respond.

THE SCHOOL'S STRATEGIES FOR DEALING WITH BULLYING:

Co-operative Group Work – from age 5.

Circle Time – from age 5

Circles of Friends – from age 5

Befriending – from age 9

Mediation by adults – from age 9

Mediation by peers – from age 9

RESPONDING TO INCIDENTS WHEN THEY OCCUR

Pupils who have been bullied should report this to any member of staff.

Pupils who see others being bullied should report this to any member of staff.

Members of staff who receive reports that a pupil has been bullied should report this to the Senior Leadership Team.

Reports of bullying will be logged by the Headteacher.

Where bullying is of a racist nature, we will report this to the Local Authority using the Racial Incident Report Form.

Written guidance on bullying for teaching and non-teaching staff is provided in the Staff Handbook.

All reports will be taken seriously and will be followed up by appropriate staff.

We will provide support to pupils who are bullied.

They will be reassured that they do not deserve to be bullied and this is not their fault.

We will assure them that it was right to report the incident.

We will encourage them to talk about how they feel

We will try to ascertain the extent of the problem.

We will engage them in making choices about how the matter may be resolved.

We will try to ensure that they feel safe.

We will discuss strategies for being safe and staying safe.

We will ask them to report immediately any further incidents to us.

We will affirm that bullying can be stopped and that our school will persist with intervention until it does.

We will interview the pupil (or pupils) involved in bullying separately.

We will listen to their version of events.

We will talk to anyone else who may have witnessed the bullying.

We will reinforce the message that bullying is not acceptable, and that we expect bullying to stop.

We will seek a commitment to this end.

We will consider sanctions under our school's Behaviour Curriculum and Code of Behaviour Policy.

We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.

We will ensure that those involved know that we have done so.

When bullying occurs, we will contact the parents of the pupils involved at an early stage.

We will keep records of incidents that we become aware of and how we responded to them.

We will follow up after incidents to check that the bullying has not started again.

WHEN TOUGHER MEASURES ARE NEEDED

If necessary, we will invoke the full range of sanctions that are detailed in the school's code of Behaviour Policy. These include:

- Removal from the group
- Withdrawal of break and lunchtime privileges
- Withholding participation in school events that are not an essential part of the curriculum

It also includes fixed term and permanent exclusion from school.

OUR RESPONSIBILITIES

Everyone within school is expected to:

- Act in a respectful and supportive way towards one another, and
- Adhere to and to promote the objectives of this policy.

Pupils are expected to:

- Report all incidents of bullying and suspected incidents that victims may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in school.

Parents can help by:

- Supporting our anti-bullying policy and procedures.
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or involved in some other way.

BULLYING OUTSIDE THE SCHOOL PREMISES

Schools are not responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of another school whose pupils are bullying.
- Talk to the police if necessary.

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying - and we would ask that this is brought to the Headteacher's notice. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure which involves verbally notifying the Class Teacher, the Senior Leadership Team and then in writing to the Headteacher. Finally, if parents still feel that the matter is unresolved, they can write to the Chair of the Board of Governors.

We would also be pleased to receive compliments – feedback from parents when things have gone well.

EVALUATING OUR POLICY

We will evaluate our anti-bullying policy using the following measures:

- The numbers of incidents that are reported to staff over a given period.
- Pupils perceptions of bullying in school through structured discussions in class time.
- Through the use of both parent and child questionnaires

We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.

The number of complaints and compliments that we receive from parents.

OWNERSHIP OF THIS POLICY

The policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.

The Headteacher is responsible for introducing and implementing this policy. However all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.

RELATED POLICIES

Our Anti-bullying Policy links with a number of other school policies:

- Code of Behaviour Policy
- Child Protection Policy
- Complaints Policy