



Reviewed: Autumn 2016  
Revision Due:

Signed by:  
Chair of Governors

Date:

# The Victory Primary School

## Anti-Bullying Policy



## **Policy for Anti-Bullying**

### **Policy statement**

This policy applies to all pupils, parents/carers, volunteers and staff members attending the school or whilst on school business including off site visits and trips.

The school has a commitment to the Every Child Matters agenda where:

The school has a clear Discipline & Behaviour Policy, which helps to both reduce incidences of bullying and also identify clear strategies for disciplining children who are responsible for bullying. The Behaviour Policy should therefore be used in conjunction with this policy when addressing any issue relating to bullying.

### **What we believe about bullying**

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell adults and know that incidents will be dealt with promptly and effectively.

We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

### **What Is Bullying?**

**Bullying is the 'persistent and often premeditated action taken by one or more person, with the deliberate intention of either physically or emotionally hurting another person.'**

Bullying is hurting another person deliberately and persistently by physical or emotional means. Bullying results in pain and distress to the victim. We are committed to ensuring that all members of the school community are clear on the definition and unique nature of bullying.

### What forms does bullying take?

Bullying can take many forms, e.g.

- Name calling – using bad language
- Physical assaults
- Taking or destroying other people's property
- Racist remarks
- Homophobic remarks
- Spreading rumours
- Discrimination
- Personal remarks/hurting feelings
- Saying unkind things about families
- Cyber bullying

Common features of bullying can include:

- It is done secretly or slyly
- It is done by the stronger to the weaker

To clarify; we understand that bullying can be:

- Emotional: - being unfriendly, excluding, tormenting (e.g. hiding books, 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
- Verbal: - name-calling, sarcasm, spreading rumours, teasing
- Cyber: - All areas of the internet, such as email and internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

### Why is it important to respond to bullying?

- Bullying hurts
- Bullying ruins lives
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect
- So that people will know what to do and bullying can be dealt with
- The school will be a better place for learning and behaviour
- To make our school a safer place
- So that everyone is confident in and about school

### Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we are taking a zero tolerance approach to bullying. Pupils and parents should be assured that they will be supported when bullying is reported.
- That it will be understood that everyone needs to take responsibility for bullying.

### Signs and Symptoms

We think that children may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate the causes of the following behaviour, if a child:

- is frightened of walking to or from school
- doesn't want to come to school
- is alone all the time
- not doing well in lessons
- doesn't want to talk to anyone
- is aggressive
- shows unusual behaviour
- appears depressed
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- feels ill or feigns illness in the morning
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong

#### **What do we do at The Victory Primary School to prevent bullying?**

- Behaviour and Anti-Bullying policy – allowing all relevant stake-holders to be aware of and follow a consistent approach to dealing with allegations of bullying and responding to incidents of bullying.
- School rules – a universal set of school rules and expectations so all pupils know what exactly they are allowed and not allowed to do.
- A Behaviour Manager to investigate allegations/suggestions of bullying and providing appropriate follow-up to all allegations.
- Teachers, LSAs and Learning Mentors to talk to if a child has any concerns or worries.
- Circle Time to teach children an awareness of what bullying is and is not.
- 1:1 and small group SEAL lessons
- Nurture group
- Targetted social skills and friendship groups run by a Learning Mentor.
- Work and activities during Anti-Bullying Week

#### **What happens at our school if bullying is discovered?**

- All members of the school staff, parents and pupils report allegations of bullying directly to the Behaviour Manager.
- The Behaviour Manager will open up an Initial Investigation of Bullying Log – both the victim and the accused will be spoken to, with all evidence and statements collected and pooled together. If

not already aware, at this stage both sets of parents will be informed of the investigation and the ongoing monitoring of the pupils.

- The Behaviour Manager will then closely monitor the situation and will bring the case to the attention of the Headteacher and the Senior Leadership Team to discuss how to proceed.
- In the event that it is decided that the behaviour is unacceptable but not bullying the usual behaviour management systems outlined in the school's Behaviour Policy will be followed.
- In the event that it is decided that the behaviour is or could be bullying a bullying/racist incident form is completed – then the mediation process between the victim and the aggressor will begin.
- We will bring the children together and ask them to use I Statements about how they are feeling and ask them to listen to each other and try to reach a way forward.
- In the event of bullying, parents will be informed and will be invited into school to come into a meeting with the Behaviour Manager and/or the Senior Leadership Team to discuss the problem.
- When necessary, governors will be informed.
- The school may arrange a meeting for both bullied child and child accused of bullying and their parents/carers with a mediator to try to resolve the situation.
- If necessary and appropriate, police will be consulted by the Headteacher.
- Consequences will be tailored to age of child and circumstances. Details of consequences are confidential and will not be discussed with anyone instead of the pupil's parents.
- The person doing the bullying may be asked to genuinely apologise when they understand how they have hurt the person being bullied.
- In serious cases of bullying, fixed-term exclusions will be considered by the Headteacher.
- After the incident / incidents have been investigated and dealt with, each case will be monitored by the Behaviour Manager, the Class Teacher and other Senior Staff to ensure repeated bullying does not take place.

This policy cannot stand alone. It has links with:

- The Behaviour Policy
- The PSHE Policy

Ryan Hale  
Behaviour and Inclusion Manager  
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