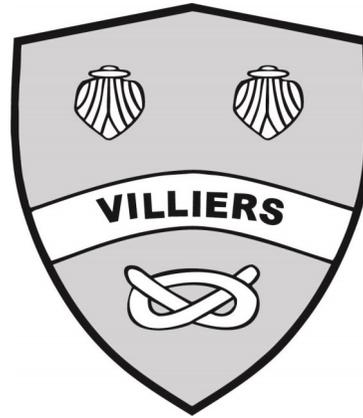


Villiers Primary School

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Updated 26.01.18



Villiers Primary School

Anti-Bullying Policy

Work hard. Be kind.

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Aims

We aim to help our children become responsible, caring and respectful members of the community where they understand and respect the beliefs and feelings of others.

This policy has been written with references to the following legislation & publications:

- The Education and Inspections Act 2006
- Independent School Standard Regulations 2010
- The Equality Act 2010
- *Preventing and tackling bullying – Advice for head teachers, staff and governing bodies* (Department for Education, October 2014)
- Villiers Primary School Behaviour Policy

Definition

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of age, disability, race, religion, gender, sexual orientation, social class or because a child is adopted or has caring responsibilities.

It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and the school will have to make their own judgements about each specific case.

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

This policy promotes the understanding that bullying is usually caused by discontentment/unhappiness in the aggressor.

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

- **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 issues of sexuality

- **Verbal:** name-calling, sarcasm, spreading rumours, teasing
- **Cyber*:** all areas of the internet, such as email, social media, internet chat rooms, mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities

*The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

The reasons we will challenge bullying behaviour in our school are:

- The safety and happiness of all pupils
- To ensure educational achievement
- To promote the right model for helpful and positive behaviour

Our School Aims

- For all adults working in school to be vigilant and responsive to bullying behaviour
- To investigate any incident of apparent bullying
- To ensure a consistent school response to any bullying incidents that do occur
- For pupils and parents to feel that we take action against bullying through practising zero tolerance
- To have no incidents of bullying
- For there to be a willingness of all pupils to report incidents of bullying in order to develop a culture where a bully is not tolerated

Prevention

Villiers Primary School will constantly strive to create an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. We aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and build an anti-bullying ethos by:

- Raising awareness about bullying behaviour as part of the work on relationships that each class does as part of the SEALS Programme every year.
- Teaching pupils how to challenge bullying behaviour, by inviting them to workshops held within School
- Using weekly assemblies, PSHE lessons and external agencies, (e.g. Police & NSPCC) to develop in all pupils a sense of discipline and an acceptance of responsibility for their own actions.

Intervention

Any pupils who do bully will be dealt with using the school's behaviour policy. Measures taken will be applied fairly, consistently and reasonably and will take into account any special educational needs or disabilities that the pupils may have and taking into account the needs of vulnerable pupils. It will also be important to consider the motives behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case, the child engaging in bullying may need support.

The school employs a Behaviour Manager and a Family Liaison Officer. They talk to children who have concerns. This take place one to one or within group session. Peer mediation is another focused area of support within the School. Communication is robust with parents. They are informed of any concerns and issues that may arise and an open door policy approach is provided to the parents of Villiers Primary.

Roles & Responsibilities of the Governing Body

Our governing body will:

- Promote the wellbeing and ensure the safeguarding of all pupils in school
- Ensure the school carries out both the letter and the spirit of the legislation and statutory duties, and observe national and local guidance
- Provide leadership to ensure the development, implementation and regular review of the anti-bullying policy
- Ensure that policy and good practice is reflected in the school's anti-bullying practice.
- Ensure the policy includes references to age, disability, ethnicity, gender, religion, sexual orientation, class, poverty and any other local issues appropriate to the school context
- Ensure that the school makes use of monitoring data and understands its implications for the development of policies, procedures and practice
- Provide leadership to ensure a consistent response to all incidents of bullying and harassment
- Record, investigate and respond to any complaints from parents/carers or the wider community related to the school's response to bullying.

Roles & Responsibilities of the Head Teacher & Senior Staff

The Head Teacher and the Senior Management Team will:

- Build and maintain a school ethos which is welcoming, supportive and inclusive of all pupils, parents/carers and staff
- Act as appropriate role models for all managers, staff, parents and pupils
- Promote the wellbeing and ensure the safeguarding of all pupils in the school
- Provide support for the governors through the development and implementation of an effective anti-bullying policy

- Ensure the voice of pupils, staff, parents and carers is heard and communicated to governors
- Through consultation with all stakeholders, develop, implement and review anti-bullying policy and measures which promote good behaviour, respect for others, and self-discipline amongst pupils
- Ensure the effective communication of the policy to all pupils, staff and stakeholders
- Take action to prevent all forms of bullying
- Ensure that the school's anti-bullying policy and related practice is complied with consistently and effectively
- Make sure that effective recording and monitoring procedures for incidents of bullying are developed, operated and maintained
- Ensure all staff regularly receive appropriate training to enable them to recognise and prevent all forms of bullying and ensure they are clear about their roles and responsibilities in preventing and responding to bullying
- Use partnerships and multi-agency approaches to prevent, and/or respond to, bullying which happens off-site
- Provide structures and systems that respond effectively to pupils' views and ensure that all staff, pupils and other stakeholders are supported to participate in the review of behaviour and anti-bullying policies.
- Ensure evidence of the impact of the anti-bullying policy and practice is reflected in the SEF.

Roles & Responsibilities of all Adults in School

All teaching and non teaching staff will:

- Contribute to building and maintaining a school ethos which is welcoming, supportive and inclusive of all pupils and staff
- Promote the wellbeing and ensure the safeguarding of all pupils in school
- Behave with respect and fairness to all pupils
- Observe and implement the school's anti-bullying, behaviour and equality policies, including the keeping of relevant records of incidents
- Develop and support curriculum opportunities to promote equalities and address bullying
- Provide a consistent response to incidents of bullying and hurtful behaviour, whatever its nature or motivation
- Provide support to both the targets and perpetrators of bullying
- Take part in relevant professional development and maintain awareness about their role and responsibilities in preventing and responding to bullying and promoting equalities
- Model positive attitudes and relationships
- Raise issues with line managers / phase leaders which could contribute to policy review and development

Responsibilities of Pupils

Pupils of Villiers Primary School are expected to:

- Report any incidents of bullying to a member of staff, whether directed at themselves or at somebody else.
- Take responsibility for personal behaviour and actions and treat one another with respect and kindness
- With the help of staff and parents/carers, create a positive working atmosphere within school where bullying is regarded as unacceptable. Difference is celebrated and discrimination is actively challenged.

Responsibilities of Parents

Parents are responsible for the following:

- Demonstrate a positive support for the school's anti-bullying and behaviour policies
- Model appropriate behaviour at all times within the school grounds
- Report to the school any concerns regarding pupils involved in bullying
- Support work undertaken by the school to promote equalities, celebrate difference and challenge discrimination

Reporting Bullying

Bullying may be reported by a child, a carer, member of staff or a parent. In some cases a child may admit to a member of staff that they have bullied another child. All reported incidents of bullying will be investigated by the Senior Management Team and taken seriously by staff members.

The Head Teacher or a member of the Management Team will take time to discuss the issues with the victim of bullying and suggest strategies on how best to deal with the situation. Strategies to support a victim of bullying will be put in place by staff. These may include support at lunchtime or the opportunity to talk regularly to a member of staff. Parents will also be informed. Where necessary, mediation will be offered to resolve any underlying issues.

Staff will take time to discuss the issues with the bully and if appropriate carry out relevant sanctions (See Behaviour policy). It will be made clear to all the children that bullying will not be tolerated.

If the incident is not too serious a problem solving approach may help. Each child must be given an opportunity to talk and the discussion should remain focussed on finding a solution to the problem and stopping the bullying reoccurring; where possible the pupils will be reconciled. The Head Teacher, the Management Team and other appropriate members of staff will monitor the situation closely afterwards.

Time will be spent talking to the child or children who have done the bullying, explaining to them why their action was wrong, what their responsibilities are to each other and how they should make the right choices in the future. When appropriate we will invite the children's parents to school to discuss the situation.

The school will try hard to support the offender through mentoring and by setting up home school link systems by working with the Behaviour Manager and Family Liaison Officer. In extreme situations, referrals may be made to external Services to support focused intervention work, such as, the Educational Psychologist, Multi Agency Support Service (MAST) or Counselling Services. In some cases, exclusion may be considered if there is evidence of significant harm taking place. This could be fixed term or permanent.

Recording Bullying Incidents

All possible incidents of bullying are taken seriously at Villiers Primary. If after investigation, it is decided that the incident is a bullying incident, the person investigating will complete a “Behaviour Incident Report Log” (see Behaviour Policy). This will record the type of bullying, who was involved and the actions taken. All incidents of bullying are monitored by the Inclusion Manager.

Governors will receive regular updates from the Head Teacher through the Head Teacher’s Report to governors once a term. The Chair of Governors will be informed of any serious incidents of bullying.

Monitoring and Review

It is the governor’s responsibility and they review the Anti Bullying Policy and its effectiveness annually.

This will be carried out by examining the school’s bullying incident file, where incidents are recorded and by having discussions with the Head Teacher. Governors analyse information for patterns of pupils, places or groups. They look out in particular for racist bullying or bullying directed at children with disabilities or special educational needs. The information reviewed by governors does not include children’s names.

This policy is monitored on a day to day basis by the Head Teacher who reports to governors each term.

The school’s Anti-Bullying Policy is available on the school website and on request from the school office.

Further Sources of Information:

- *DfE Behaviour and Discipline in Schools Guidance*
- *Supporting children and young people who are bullied: advice for schools*
- *The Anti-Bullying Alliance (ABA)*
- *Kidscape*
- *The Diana Award*
- *The BIG Award*
- *Restorative Justice Council*

Cyber-bullying

- ChildNet International
- Think U Know
- Digizen
- Advice on Child Internet Safety 1.0

LGBT

- EACH
- Schools Out
- Stonewall

SEND

- Mencap
- Changing Faces
- Cyberbullying and children and young people with SEN and disabilities

Racism

- Show Racism the Red Card
- Kick it Out
- Anne Frank Trust

L Westwood

Mrs. L. Westwood