

# ANTI-BULLYING POLICY



**Approved by: Cheryl Brake**

**Last reviewed on: 16<sup>th</sup> September 2024**

**Next review due by: 16<sup>th</sup> September 2025**

## **Vision, Ethos and Purpose**

Victoria Road Primary School aims to ensure that every member of the school community feels valued and respected and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The school anti-bullying policy is therefore designed to support the way in which all members of the school can live and work together in a calm, safe and supportive way. We believe that our Anti-Bullying Policy echoes the values within our Behaviour & Relationships Policy. T

**Bullying in any form, by anyone, will not be tolerated at Victoria Road Primary School. We do not accept any form of behaviour which hurts, threatens or frightens any member of the school community. Everyone has the right to feel safe and happy in school and in the playground. Victims will be confident that support will be given and action will be taken against the children who demonstrate bullying behaviour.**

We aim to promote an environment where everyone feels happy, safe and secure. The school will strive to provide a welcoming, caring environment, whereby each member of the school community feels respected and secure. All school staff will work with pupils and their families to ensure that there is clear understanding that bullying has an impact on optimal learning, both for individual children and those around them, and that responsibility must be taken for actions. We believe that good behaviour is the basis for our pupils to achieve excellence in education. An atmosphere of care and responsibility is provided.

The aim of our Behaviour & Relationships and anti-bullying policies is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

## **Aims and Expectations**

At Victoria Road, it is our aim to:

- Ensure that all children and adults within school have a common understanding of what bullying is
- Ensure that all children and adults within the school know what the school policy is on bullying, and follow it when bullying is reported
  - Communicate clearly to children and parents the school's response to bullying
- Stress that the whole school community acts together on this issue
  - Continually work to maintain a warm and harmonious atmosphere within school where we exploit every opportunity to celebrate differences and challenge prejudices

All members of staff at Victoria Road Primary School aim to encourage children to develop positive learning behaviours that will enable them to achieve their full potential both at

school and in the wider world.

All **staff** that work in the school are expected to have a common understanding of what bullying is and how we work together as a school community to tackle any bullying incidents as well as work with the whole school community to educate staff, children and parents about bullying.

All **children** are expected to follow the school rules and explore ways of demonstrating positive learning behaviour so that every individual can learn. Children will have a shared understanding of what bullying is. Children will take part in anti-bullying lessons as well as Jigsaw PSHE lessons to develop their knowledge and understanding of this.

All **parents/carers** are expected to support the school's policy. Parents will have a shared understanding of what bullying is. Parents are invited in to discuss behaviour if there are particular areas of concern. The school, child and parents work together to ensure the individual child's needs are shared and any support needed is put into place to make sure the child is able to achieve their full potential.

### **Definition**

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online. (Anti Bullying Alliance Official definition 2022)

Bullying is an unacceptable behaviour, which results in someone feeling unhappy. This can be caused by physical and/or emotional upset and includes hitting, teasing, intimidation, ostracising, damaging a person's property, inappropriate use of technology (including the sending of inappropriate images), as well as racial harassment, sexual harassment or violence and disability harassment.

Bullying is an intentional, deliberate and repetitive abuse of power. It can take on different forms such as: Peer on Peer/Child on Child bullying, discriminatory bullying, cyberbullying, prejudice based. Bullying is not simply two children falling out with each other – it is more complicated than this. Bullying tends to be a group behaviour where others can have a significant influence on the outcomes of the behaviour of children and young people, intentionally or otherwise (Salmivalli 1996).

Both unkind behaviour and bullying behaviour are hurtful and the school will deal with them; however, it is important to distinguish between the two. This is because bullying is very serious and we do not want this message to be watered down. Also, many children occasionally quarrel with their friends or choose to play with somebody different one day and we do not want them to be labelled as bullies.

Bullying behaviour can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting.
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence.
Verbal	Name calling, spreading rumours, teasing, threats, belittling, sarcasm
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching, sexual harassment.
Prejudice based and discriminatory	racism, sexism, homophobia, xenophobia, religious prejudice.
Online/Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites, sharing photos, sending nasty messages, excluding others.

#### Child Friendly Definition

STOP – Several Times On Purpose. This definition is shared with children at Victoria Road Primary School to allow all children to understand what is meant by bullying.

STOP – can also be used for Start Telling Other People as a way of a child understanding that their voice will be heard and actioned.

Victoria Road takes part in Anti-Bullying week every year which reinforces awareness of the issue of bullying, holding special assemblies to reinforce the fact to pupils that Victoria Road is a telling school and if children are bullied they must tell someone.

#### **Indicators of Bullying**

These factors may have other explanations and therefore should be investigated carefully with the support of the Headteacher, senior leaders or the DSL:

Sudden absences from school or a reluctance to come to school

Unexplained changes in personality

Pupil stops doing previously enjoyed activities

Pupil becomes withdrawn

Physical pains (real or imagined)

Appearance of bruises or marks, torn clothes, damaged belongings

Wanting to be near an adult

Nightmares

Attention seeking

Misbehaviour

Starts bullying others

### **Preventative measures to reduce and stop bullying**

- Active engagement with the Anti-Bullying Alliance 'United Against Bullying' scheme.
  - Encouraging all pupils to be part of a 'Telling School' – silence is bullying's best friend.
- Bystanders are a key to resolving bullying.
- Use of 'Friendship Stops' at Playtime and Lunchtime, where children can go if they are not enjoying playtime. School Council Representatives, all children and adults can respond to children standing at the Friendship Stops
  - A regular programme of PSHE/SMSC/Jigsaw lessons throughout the year (including Anti-Bullying week each November). This includes regular teacher – class discussions (e.g. Jigsaw sessions, social skills/friendships groups) as well as whole school assemblies delivered by staff and by organisations such as Childline/NSPCC.
  - All staff will act as role models.
  - Peer Support is strongly emphasised: children will be taught how to effectively support a bullied child and how to resist 'joining in' with bullying (There are specific section within Jigsaw to focus on this – use of 'Solve it Together' technique)
  - All children will be given clear advice on what to do if you are a witness or a victim of bullying.
  - Embedding of the school rules and values
  - E-Safety lessons as part of Computing Curriculum (see Computing Policy for further details)

### **Actions used to deal with bullying:**

At Victoria Road, the following steps may be taken when dealing with incidents: Each case will be treated individually and therefore it cannot be specifically stated what action will take place. Some or all of these actions may happen:

- Each incident of bullying will be recorded.
- Incidents will be reported to parents of both the victim and the bully.
- Parents will be kept updated.
- The children will be monitored in class and at playtime.
- All staff on duty will be informed so that all adults are aware.
- Talk with the 'victim' and 'bully' separately. An early resolution is sought using these tactics.
- Implement consequences from the Behaviour Policy as appropriate.
- Support and counselling will be given to the children where appropriate including the use of restorative conversations
- SLT staff member will be involved and do regular check ins with the children involved.
- The DSL/DDSL will be notified immediately if the bullying involves nudes or semi-nude images and will complete a risk assessment to deal with the incident. The DSL may report the incident to the police/social care or produce a MASH referral if deemed necessary.

**Pupils who have been bullied will be supported by:**

- Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- Reassuring the pupil
- Restoring self-esteem and confidence.
- Ongoing access to adult support/counselling.

**Pupils who have bullied will be helped by:**

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrongdoing and need to change
- Informing parents or guardians to help change the attitude of the pupil.
- Ongoing access to adult support

**The following disciplinary steps can be taken:**

- Loss of playtime
- Use of other consequences from the Behaviour & Relationships policy
- Creation of behaviour support plan
- Exclusion from certain areas of school premises
- Suspension
- Permanent exclusion.

**Monitoring Bullying:**

Staff record pertinent incidents/information and the action taken on CPOMS. SLT staff members monitor these records. The school will review the policy annually.