

Anti-bullying Policy



1. Introduction

- 1.1 The School believes in promoting the highest standards of behaviour and that its pupils have the right to learn in a supportive, happy and secure environment.

As a school, we adhere to the following principles and values:

- We believe that bullying behaviour is unacceptable and should not be tolerated in schools, educational settings, organisations and communities in West Sussex.
- We recognise that bullying is a community issue that extends beyond schools; that it doesn't generally happen in isolation and often cannot be resolved in isolation.
- Responsibilities and accountabilities will be in line with those outlined in statutory legislation and guidance
- The policy recognises the importance of systematic recording and reporting procedures and a commitment to active consultation with children and young people.

2. Definition of Bullying

- 2.1 Bullying can include any actions initiated by one or more pupils against victims that are deliberate and hurtful, and are repeated over time. Children may be bullied physically, emotionally, verbally, in written form or electronically, or with any combination of these. This includes all areas of the Equality Act 2010 protected characteristics.

These are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation

Bullying may be seen as direct actions such as teasing, taunting, threatening, hitting or kicking, stealing or damaging things, calling names, picking on children, making them do things that they don't want to do, etc. It can also include indirect actions that cause a child to feel socially isolated. Examples of this type of bullying could be leaving the student out of activities, spreading rumours, making him/her feel uncomfortable or scared, telling nasty stories, not allowing the person to speak to other children or be spoken to, etc.

- 2.2 The key components of bullying are that it is unprovoked, and that the physical or psychological intimidation occurs repeatedly over time and creates an ongoing pattern of harassment or abuse. The bully is often physically stronger than the victim, or is perceived as such, so that it is difficult for the victim to defend him or herself and there is often an imbalance of power.
- 2.3 The purpose of this policy is to promote consistency of approach and to create a

climate in which all types of bullying are regarded as unacceptable. Attitudes and practices can contribute to bullying, to lower levels of confidence, self-esteem and lack of achievement.

3. Aims and Objectives

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour
- To take positive action to prevent bullying from occurring through a clear school policy on PSHE (Personal, Social, Health Education) including RSE (Relationships and Sex Education).
- To show commitment to overcoming bullying by practising zero tolerance.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

4. Policy Contents

- Staff Responsibilities
- Procedure
- Raising Awareness
- Other sources of information

5. Staff Responsibilities

5.1 The Vale School staff have taken on board the following responsibilities:

- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate as fully as possible.
- To take appropriate action, or to refer the matter to a member of the management team for further action.
- To record and inform parents of bullying incidents.
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying behaviour.
- To promote open management styles which facilitate communication and consultation throughout the education service.
- To foster by example the values we as a school believe in.
- To promote the use of interventions which are least intrusive and most effective.

5.2 To monitor the extent to which the above are being carried out by:-

1. Regular discussions between management, staff, pupils and parents.
2. Recording incidents of bullying.
3. To retain records for monitoring purposes.

5.3 The school is intent on building up an ethos and environment that inhibits bullying by developing a number of strategies through regular discussions amongst teaching staff, teaching assistants and the pupils (School Council).

6. Procedure

- Bullying is treated seriously.
- Children will be listened to.

- Separate meetings will take place with the victim and the bully.
- A member of staff will support the victim.
- The victim will be given the opportunity to address the bully
- Appropriate strategies for the bully and victim will be given.
- Apologies will be made.
- Damages to property will be addressed.
- Parents of all concerned will be informed.
- The incident will be recorded.

7. Raising Awareness

- 7.1 Pupils will be encouraged to discuss issues around bullying during PSHE. This will give pupils opportunities to talk about the reasons for bullying and strategies for dealing with it.
- 7.2 Assemblies will deal with the issue of bullying so that the anti-bullying policy remains a high profile within the ethos of the school.
- 7.3 The School Council will look to raise awareness of bullying and the steps pupils can take to report concerns.
- 7.4 Meetings for teaching staff and teaching assistants will be held regularly to monitor and evaluate the effectiveness of the policy.
- 7.5 Senior Leaders will regularly seek the views of all pupils about behaviour concerns and explore ways we can continue to improve provision for pupils experiencing any form of bullying

8. Other sources of information

- 8.1 The following websites provide good reference material:
- www.bullying.co.uk
- www.childline.org
- www.dfes.gov.uk/bullying

