



Alver Valley
Federation of Schools

Anti-Bullying Policy

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Rationale

At Alver Valley Schools we are committed to providing an environment which is caring, friendly and safe, so everyone in our community can achieve their full potential. Bullying, of any kind is unacceptable at our school. We endeavour to establish a learning community in which all members show respectful behaviours towards others, and individually and collectively take responsibility for developing positive learning behaviours. The 6 strands learning behaviours of boundaries, respect, resilience, self-regulation, focus and independence, our personal development curriculum, philosophy for children (P4C), and our RE curriculum, are all key to developing an ethos and culture of tolerance and respect within the school. We provide structures and procedures within the school behaviour policy to prevent bullying.

If an incident of bullying occurs, we want the victims to confidently activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour and to increase the understanding for bullied pupils, and help build an anti-bullying culture in the school. This document outlines how we make this possible at Alver Valley Schools.

It is everyone's responsibility to prevent bullying from happening and this policy contains guidelines to support this ethos

Definition of Bullying

***Behaviour** by an individual or a group, **repeated over time**, which **intentionally hurts** another person either physically or emotionally. It can often involve the misuse of power by an individual or group towards one or more people.*

People are bullied for a variety of reasons and it can happen to anyone.

This policy covers all types of bullying including any reference to:

- race, religion or culture
- special educational needs
- appearance or health conditions
- sexual orientation
- young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber-bullying

Bullying can take many forms but typically includes the following types of behaviour:

- Physical – hitting, kicking, spitting, pinching, punching, scratching and taking or destruction of belongings
- Verbal – name calling, insulting, threats, and offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending abusive mail, e-mail and text messages, and abuse of any kind via social networking sites (Cyber bullying refers to bullying through information and communication technologies)

Prevention

The school works hard to ensure that all pupils know the difference between bullying and simply 'falling out'. We realise that some parents may use the word 'bullying' when children have actually had a fall out during play, so we try to ensure that when staff feedback to parents after an incident that we give a true account of our findings.

Our school expectations and the consistent approach to behaviour (See Behaviour Policy), promote good behaviour choices and encourage children to have respect for each other and for other people's property. Staff regularly discuss behaviour with children and reassure children that staff are serious about dealing with bullying.

Staff reinforce expectations of behaviour as a regular discussion both inside and outside the classroom. At all times (and particularly during playtimes and lunchtimes) staff are vigilant regarding the interaction and behaviours of individuals and groups of children.

Staff reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings. One-off incidents of aggressive behaviour or use of discriminatory language will be dealt with in accordance with the wider Behaviour Policy.

Children are also supported in building positive peer relationships through our personal development curriculum, class discussion, circle time and interventions led by our pastoral team, including Thrive sessions, friendship groups and circle of friends.

All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy. If bullying is suspected or reported:

- The incident will be dealt with immediately by the member of staff who has been approached;
- A clear account of the incident will be recorded, see Appendix 1, and given to a member of the Leadership Team;
- Statements will be taken from all children involved;
- Parents will be kept informed;
- Consequences will be used as appropriate in line with the school behavior policy and in consultation will all parties concerned;
- Actions to challenge, correct and teach will be identified;
- Class teachers will be kept informed and, if bullying persists, they will report it immediately to a member of the Senior Leadership Team;
- A period of monitoring will be established to ensure any bullying is effectively tackled;
- Where appropriate risk assessments will be used to set out preventive measures.

In order to support the school ethos staff will:

- Use circle time or group work to discuss bullying issues, encouraging children to be caring, co-operative and make good friendships with one another;
- Ensure adequate supervision in the playground;
- Provide opportunities for small group work on social skills and self-esteem;
- Be consistent in following the formal and informal procedures to deal with bullying issues;
- Be aware of the distress signs and listen and respond to any concerns children or adults bring to your attention;
- Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in our personal development curriculum, computing (E-Safety) and assemblies as appropriate, in an attempt to eradicate such behavior.

Children

Children are encouraged to report any incidents of bullying to an adult in school or at home, whether or not they are directly involved. This can be done verbally or by writing down their concerns. In addition, peers within the playground may be approached to support the child to report the incident.

Children who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice;
- Reassuring the child; offering continuous support; restoring self-esteem and confidence.

Children who have bullied will be helped by:

- Discussing honestly what happened and work with the adult to resolve it;
- Discovering why the child became involved;
- Establishing the wrong doing and need to change;
- Show that they understand and display appropriate behaviour at all times;
- Informing parents or guardians to help change the attitude of the child;
- Offering continuous support.

The following disciplinary steps could be taken:

- Official warnings to cease;
- Detention;
- Time working away from their class group;
- Exclusion from certain areas of school premises;
- Parents/carers to support their child in school;
- Lunchtime exclusion;
- Fixed-term exclusion;
- Permanent exclusion.

We expect parents/carers to:

- Support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school;
- Discuss friendships and problems that their child tells them about;
- Be aware of early signs of distress;
- Support their child and not simply say "go and hit him/her back";
- Speak to their child's class teacher or any member of school staff about any concerns they have;
- Support the school's consequences;
- Feedback to the school following incidents of their child being bullied or has bullied.

The Role of Governors

The Governing Body supports the Executive Head teacher and the Senior Leadership Team in all attempts to eliminate any possible bullying from our school. The Governing Body will not condone any bullying in or related to the school setting, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately. The Governing Body monitors any incidents of bullying which do occur and regularly reviews the effectiveness of this policy. The governors require the Executive Head Teacher to keep accurate records of all bullying incidents, and to report to the governors on the effectiveness of school anti-bullying systems.



Bullying incident report

Reported by:	Role:
Date(s) of incident(s)	
Times(s) of incident(s)	No. (Filled in by office)
Location(s) of incident	

Bullying incident related to: tick all that apply	
<ul style="list-style-type: none"> <input type="radio"/> Gender <input type="radio"/> SEN or disabilities <input type="radio"/> Race <input type="radio"/> Age 	<ul style="list-style-type: none"> <input type="radio"/> Appearance or <input type="radio"/> Health condition <input type="radio"/> Sexual orientation <input type="radio"/> Religion or culture Other (define)

Forms of bullying used: tick all that apply	
<ul style="list-style-type: none"> <input type="radio"/> Physical aggression <input type="radio"/> Deliberately excluding <input type="radio"/> Name calling and teasing <input type="radio"/> Cyber bullying Other (define) <input type="radio"/> Extortion 	<ul style="list-style-type: none"> <input type="radio"/> Damaging or taking personal possessions <input type="radio"/> Spreading rumours <input type="radio"/> Verbal threats <input type="radio"/> Other (define)

Frequency and duration of bullying behaviour:
<ul style="list-style-type: none"> <input type="radio"/> Once or twice <input type="radio"/> Several times a week <input type="radio"/> Persisting over two months <input type="radio"/> Persisting for more than a year

Details of people involved							
role - ringleader, outsider, reinforcer, assistant, defender, victim - and							
level of involvement. 1 = very involved 2 = involved 3 = slightly involved 4 = only indirectly involved							
Child	Involvement	Role	Gender	Age	Ethnic Origin	SEN/LAC	

Other notes on incident: including relevant previous behaviour

Checklist: Tick as appropriate	
Does incident involve same person? Yes/No	Has a follow up date been set? Yes/No
Have parents/carers been notified? Yes/No	Has action been agreed with victim? Yes/No
Had individual discussions with all? Yes/No	Has action been agreed with perpetrator? Yes/No
Had group discussion with all involved? Yes/No	Are notes and comments attached? Yes/No

Other actions:	
Medical treatment required?	Police involvement?
Report to governors?	Referral to other agencies? (Detail)
Specific report from staff attached?	Other?

Details of actions agreed with everyone involved - including parents and carers where appropriate:

Completed by:	Role:	Date:
Checked by:	Role:	Date:

Outcome of follow up and further actions taken:

Has the bullying stopped? **Yes/No**

Describe any other outcomes, who was involved and when they occurred:

Is any Further action required?