

# Anti-Bullying Policy

Ratified by the Governing Body – April 2016

Policy document

## 1.) Objectives of the policy

The Wey Valley School Anti-Bullying Policy outlines what the school will do to prevent and tackle bullying. It is the policy of the school that bullying will not be tolerated in this school.

## 2.) Our School Community

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Supports staff to promote positive relationships and to identify and tackle bullying appropriately.
- Ensures all students are aware that all bullying concerns will be dealt with swiftly, sensitively and effectively; that students feel safe to learn; and that students abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints.
- Seeks to learn from good anti-bullying practice and utilises support from relevant agencies where appropriate.

## 3.) Definition of bullying

Bullying is behaviour by an individual or group, usually repeated over time, that causes others to suffer intimidation be it physical, verbal or emotional.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings ;inappropriate text messaging and electronic messaging ( including through web-sites, Social networking sites and Instant messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

## 4.) Forms of Bullying Covered By This Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation
- Bullying of young carers or children in care or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying.

## 5.) Statutory Duties and Responsibilities

This policy adheres to the DfE October 2014 Advice re: Preventing and Tackling Bullying.

Headteachers have a legal duty under the Schools standards and framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents/carers and students. Under the Education Inspections Act 2006 the duties are extended to include/preventing/responding to bullying that happens outside school, where it is reasonable to do so. Schools also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children act 2004). Government guidance advises that the policy also address the bullying of students by staff ('Safe to learn' DCSF 2007). The Equality Act 2010 outlines Governor duties with regard to anti-discrimination.

This policy works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Principal, Senior Leaders, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Principal to communicate the policy to the school community.
- Students to abide by the policy.

## 6.) Preventing, identifying and responding to bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively promote systematic opportunities to develop students' emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through: the curriculum; assemblies; the School Council; displays.

- Train all staff including lunchtime staff, learning mentors and TAs to identify bullying and follow school policy and procedures on bullying.
- Create safe spaces for vulnerable young people

#### 7.) Involvement of Students

We will:

- Regularly canvas student views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaged in bullying.
- Involve students in anti-bullying campaigns and support in school.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.

#### 8.) Liaison with Parents and carers.

We will:

\* Ensure that parents/carers know whom to contact if they are worried about bullying.

\*Ensure parents/carers know about our complaints procedure and how to use it effectively.

\*Ensure parents/carers know where to access independent advice about bullying.

Work with parents/carers and the local community to address issues beyond the school gates that give rise to bullying.

#### 9.) Links with other school policies and practices.

This policy links with a number of school policies, practices and action plans including:

- Complaints procedure
- Behaviour Policy
- Confidentiality Policy
- The teaching of Citizenship and PSHE
- The recording of Racial incidents
- The Equal Opportunities policy
- Policy and practice relating to Safeguarding.

#### 10.) Monitoring and review, policy into practice.

We will review this policy every three years or more frequently if incidents occur that suggest the need for review. The school uses the guidance by the DFE and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

