



Anti Bullying Policy

Rationale

All members of the Valence Community have an entitlement to be in an educational environment, which is safe, positive, secure and supportive; bullying interferes with this.

At Valence there is no place for bullying.

Purpose

- To provide a safe and secure environment for all pupils, staff and volunteers
- To promote an ethos free from bullying
- To ensure that any reported incidents are dealt with sensitively, promptly and effectively

What is bullying?

Bullying is the persistent, wilful, conscious desire to hurt, threaten or frighten someone, which results in pain and distress to the victim. Bullying is not when one incident has occurred, or when children fall out with their friends, it is repetitive and can take place over a prolonged period of time. Bullying can be;

- Name calling
- Physical violence
- Anti-social -spreading nasty rumours, excluding
- Extorting money
- Verbal threats or abuse
- Damage or theft to belongings
- Cyber bullying – via social media

Prevention

The following strategies will be used to prevent bullying incidents:

- PSHE (Personal, Social, Health Education) lessons.
- Promoting safer use of the internet
- Implementation of the Behaviour Policy 'Stay on Green.'
- Small group or individual pupil discussions with an adult.
- High profile learning during assembly time
- Anti-bullying and Safer Internet weeks and workshops
- Pupil and Parent /Carer 'Anti bully' leaflets.
- Whistleblowing Policy
- Equality and Diversity Policy
- Race Equality Policy

We also use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include: Writing a set of school rules, signing a behaviour contract, writing stories or poems or drawing pictures about bullying, reading stories about bullying or having them read to a class or assembly, role-plays, having discussions about bullying and why it matters.

This policy should be read alongside the school's Behaviour Policy, E-safety policy as well as the Safeguarding and Child Protection Policy.

Guidelines

The ethos at Valence is designed to prevent bullying, however, should an incident of bullying occur, these guidelines will apply:

1. All bullying incidents will be recorded.
2. Victims of bullying will be treated with respect and confidentiality.
3. Appropriate sanctions to deal with bullies, in line with the School Behaviour Policy, will be implemented. This may also include the bully apologising to the victim; where possible pupils will be reconciled. In serious cases, exclusion will be considered. After the incident has been investigated and dealt with, cases will be monitored to ensure repeated bullying does not take place.
4. Pupils perpetrating bullying will be given appropriate support to change their behaviour.
5. Parents will be informed.
6. Training opportunities and resources will be available to all staff to develop anti bullying strategies.
7. Resources are available to staff to enable them to have a greater understanding of the issues around bullying.

At Valence we do not tolerate racism, disablism, religious intolerance, incidents which would be considered homophobic and those which demonstrate unacceptable attitudes towards gender. The school is also working to ensure that children develop resilience towards and understanding of the dangers of being exposed to extremist views.

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the schools anti-bullying policy and to actively encourage their child to be a positive member of the school.

All incidents are taken extremely seriously and are recorded on Integris. Records are monitored half termly by the Leadership Team and the Team Around the Family. Appropriate action is always taken. As a follow up, we monitor through children working with identified supporting mentors, adults through line managers and phase teams. We also do a half termly analysis to spot trends within the behaviour logs, on-going meetings with parents, tracking meetings and discussion at vulnerable child meetings.

Monitoring and Evaluation

- Information records concerning bullying incidents will be held centrally.
- The Governors, Head teacher and SLT will monitor Bullying Incidents.
- This policy will be evaluated and reviewed by the governors annually

Signed.....Date.....

Chair of Governors

To be reviewed – February 2017