



# Stanton Vale

## SCHOOL

# Anti-Bullying Policy

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**Signed – Headteacher: .....**

**Signed – Chair of Governors: .....**

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## **Aim and Objectives**

*Our aim is to provide a learning environment free from any threat or fear which will enable us to support the aspirations, achievement and welfare of everyone in the school community.*

To achieve this Stanton Vales Objectives are:

- to reduce and eradicate wherever possible instances in which children are subjected to bullying in any form.
- to establish appropriate ways of dealing with bullying and providing after-care should an incident occur.
- to ensure that all children, staff and parents are aware of this Policy and fulfil their obligations to it.

## **Bullying – A Definition**

Although a specialist school like Stanton Vale may not experience bullying in the same terms as a mainstream school, it would be naïve not to address the issue in a positive manner. The behaviours of some of our pupils and the vulnerability of others make it essential that the school remains sensitive to the subject.

We can define bullying as deliberate behaviour or aggression by one or more people, which produces damaging or hurtful effects, physically or emotionally to any individual. It is often repeated over a period of time and it is usually difficult for those being bullied to defend themselves.

## **Values and Beliefs Underlying this Policy**

At Stanton Vale we believe that:

- all bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- the school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks.
- both those who are bullied and those who bully will be treated in a supportive manner.
- the harmful effect on pupil performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour.

## **Persons Covered by the Policy**

All pupils on the school roll will be covered by this policy. The school and Local Education Authority treat bullying among their employees as a potential disciplinary matter.

## **Action to Combat Bullying**

Among the activities the school will establish and maintain in an effort to combat bullying behaviours are:

- the setting of appropriate targets within a pupils Individual Education Programme.
- the range of rewards and sanctions outlined in the school Behaviour Policy, including the methods of acknowledging good behaviour.
- allocation of specific roles and responsibilities in order that incidents may be detected, behaviour monitored and appropriate after-care delivered (see below).
- all incidents will be recorded and collated and periodically reviewed.
- communication of the policy in order to ensure that staff, parents, children and governors are aware of the policy and their individual responsibilities.
- staff training to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner.
- establishing appropriate staff-pupil forums in order that current issues with regard to bullying can be discussed on a regular basis (pastoral time, PSHE work)
- examination of preventative measures (e.g. supervision levels) in an effort to reduce the risks of bullying behaviour occurring.

## **Dealing with Bullying**

We believe that bullying is completely unacceptable and the children are frequently reminded of this. Cases of bullying are not common, but when they are revealed that are to be always dealt with urgently and thoroughly. If children are found guilty of bullying, they are dealt with appropriately. This will include helping them to understand why their behaviour is wrong and how they can change it.

## **Stages in managing bullying in school**

1. Children are encouraged to tell staff, teaching or non-teaching, of any incident of bullying relating to themselves or other children. Individual class teachers will use a variety of ways to ensure that children have the opportunities to raise such issues, if necessary, confidentially.

2. Staff will make every effort to watch and listen carefully for any signs of bullying and be prepared to act firmly against it.
3. When an incident of alleged bullying is reported or observed it will be investigated initially by the classteacher, who will then report it to the Headteacher. If it is a serious incident (involving bodily harm), the matter may be referred directly to the Headteacher.
4. When investigating the incident, the member of staff will listen carefully and make accurate notes on what has happened. Both parties will be listened to, and if necessary, third parties as required. Staff will deal sensitively with the investigation in order to avoid making the situation worse for the victim of the bullying.
5. If bullying is revealed, staff will deal with the bullies in an appropriate way, with reference to the sanctions outlined in the school Behaviour Policy. There will be an emphasis on helping the bully to identify why their behaviour is wrong and looking at how they can change it.
6. All incidents of bullying will be recorded on a School Incident Form and a copy given to the Headteacher for filing by the end of the working day.
7. The Headteacher will decide whether it is appropriate to inform the parents of a bullying incident. This will always happen if bullying is repeated on a regular basis. Parents of children who repeatedly demonstrate bullying behaviour will be invited into school to discuss how they can support the school at home by helping with their child's behaviour management programme. If there is no improvement it may be necessary to involve other agencies. Cases of very serious or repeated bullying could ultimately lead to exclusion for school.

### **Prevention of Bullying**

As a school we are committed to providing a happy, safe and secure environment for all our children. One way we try to achieve this is by the adoption of positive strategies to prevent or discourage bullying.

These are some of the strategies we employ:

- we foster group work and co-operative learning.
- we provide opportunities for children to discuss their feeling and concerns with staff.
- we promote an atmosphere of openness.
- we provide opportunities to explore issues related to bullying and other inappropriate behaviour in creative writing, art and drama.
- we make efforts to supervise children carefully and with a high staff ratio.
- we listen carefully to children.

### **Involvement of Pupils**

It is important that children recognise the difficulties staff may encounter in ensuring that the Anti-Bullying Policy is effectively enforced. In this regard, children are expected to:

- report all incidents of bullying to a member of staff.
- act in a respectful and supportive manner to their fellow pupils, reporting any suspected incidents which the victim may be afraid to report.
- support the aims and objectives of this statement and keep the school rules.
- refrain at all times from any behaviour which could constitute the bullying of fellow pupils.

### **Involvement of Parents**

We believe that parents should be involved with all aspects of their children's education. This also applies to behaviour, good and bad.

The school relies very much on children and parents alerting staff of a problem. Early identification of any problem helps us to solve them more quickly. Parents should be aware that the school needs to be informed if there are problems or worries at home that might affect a child's work or behaviour.

Parents can help the school by:

- stressing to children the importance of sociable behaviour.
- reporting to us any misgivings they have concerning behaviour.
- actively endorsing and supporting the Anti-Bullying Policy.
- noting that it is never appropriate to use physical violence against, or in any other way seek to bully, a bully.

### **Evaluation and Review**

In order to assess the effectiveness of this policy, the following standards will be used as a means of measuring performance:

- from Incident sheet data of one term.
- the comparison of such data to subsequent terms.

This policy will be considered a living document. It will be periodically reviewed and updated.

Ultimate responsibility for its introduction and implementation will rest with the Headteacher, who will consult with the Governing Body. However, all staff,

children and parents have an active role to play in the development and maintenance of the policy.