



Anti-Bullying Policy

Date- November 2016

Review- November 2017

Review Framework:

The policy will be reviewed annually (or sooner in the event of revised legislation or guidance)

Signed: Headteacher _____ Date: _____

Signed: Chair of Governors _____ Date: _____

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Introduction

1.1 Veritas Primary Academy is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our Academy. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Veritas Primary Academy is a 'telling Academy'. This means that anyone who knows that bullying is happening is expected to tell the staff.

Objectives

1.2. The aim of this policy is to ensure that all Governors, teaching and non-teaching staff, pupils and parents:

- Have an understanding of what bullying is;
- Know what the Academy policy is on bullying, and what they should do if bullying arises;
- Know that as an Academy we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported;
- Know that: bullying will not be tolerated.

What is Bullying?

1.3. Bullying is defined as deliberately hurtful behaviour, which is unprovoked, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in pain and distress to the victim.

1.4. Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
- **Physical** pushing, kicking, hitting, punching or any use of violence;
- **Racist** racial taunts, graffiti, gestures;
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focusing on the issue of sexuality;
- **Verbal** name-calling, sarcasm, spreading rumours, teasing;
- **Cyber** all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities.

How will the School Deal with Bullying?

1.5. Through ensuring that the whole Academy understands what bullying means, including what a person displaying bullying behaviour is, what a victim is and what a bystander is.

1.6 Making clear that a zero tolerance approach to bullying is in place in the Academy.

1.7. Encouraging children to report incidents.

1.8. Stressing the role of the bystander – the person who can intervene and help the situation. Research shows that bullying will stop in less than 10 seconds nearly 60% of the time when peers intervene (Pepler). We encourage the bystander to get involved e.g. get an adult, as opposed to watching and colluding any bullying they witness.

- 1.9. Taking incidents seriously, investigating and if necessary, acting upon them quickly and fairly.
- 1.10. Having a behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom.
- 1.11. Rewarding positive behaviour and relationships as outlined in our behaviour policy and through our reward systems.
- 1.12. Providing opportunities to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities. This will be through whole Academy events (such as Anti-bullying week) and through key stage assemblies and PSHE and Philosophy for Children teaching.
- 1.13. Develop children's own resilience through a PSHE/Citizenship curriculum and through Philosophy for Children sessions. This may involve exploring feelings through role play and viewing bullying situations from both sides.
- 1.14. Providing a structured, well-staffed playground environment with a variety of activities/equipment for pupils to play with during school breaks. When Dealing with Bullying the Staff will
- 1.15. Respond sensitively.
- 1.16. Investigate the incident ensuring any bullying has stopped.
- 1.17. Record all incidents of bullying on incident forms and keep them in on file. 1.18. In the first instance meet with the child displaying bullying behaviour and victims individually.
- 1.19. If appropriate, facilitate a meeting between the child bullying and victim as an opportunity for the child displaying bullying behaviour to understand how their actions have affected the life of the victim.
- 1.20. Contact the parents of both the victim and the child displaying bullying behaviour to discuss the problem.

Sanctioning Bullying

- 1.21. Purely punishing pupils does not end bullying. At Veritas we stress that it is the bullying behaviour, rather than the person doing the bullying, that is not acceptable.
- 1.22. The child bullying will be encouraged to understand how their actions have caused distress and anxiety.
- 1.23 Pupils who use bullying behaviour are to be disciplined in line with the Academy's Behaviour Policy; this may involve the following sanctions: time out with the learning mentor, an internal exclusion, fixed term exclusion (at the discretion of the Head teacher).
- 1.24. We will ensure all actions are fully communicated to the relevant parties and recorded using the Academy's record-keeping procedures.
- 1.25. Staff are available to ensure the victim is supported in rebuilding their confidence. Support for the child bullying may include anger management, circle of friends, liaising with parents or referrals to outside agencies (CAMHS).

Monitoring and Review

- 1.26. Veritas Primary Academy's Anti-Bullying Policy is in-line with REAch2 and DCSF Guidelines as well as other best practice organisations such as Kidscape. All safeguarding policies are reviewed every year to assess their effectiveness. Input from relevant

stakeholders: parents, pupils (via student council/pupil surveys and SEAL lessons and assemblies), staff and Governors is encouraged.

1.27. The number of bullying incidents are monitored by the Deputy Head and Headteacher and reported to Governors.

1.28. The Academy's Anti-Bullying Policy supports other pastoral policies such as our Behaviour Policy, Child Protection Policy and Positive Handling Policy.

Further Guidance for Children

1.29. Do not use bullying behaviour – it is not kind.

1.30. If you see someone being bullied- help them or tell an adult.

1.31. If you are being bullied TELL SOMEONE!

1.32. Speak to your teacher – don't exaggerate, be honest and stick to the facts. Write it down or draw a picture if it helps you explain. If it does not stop, tell the teacher again.

1.33. Speak to Mrs Willis or another teacher that you trust.

Further Guidance for Parents

1.34. If your child tells you they are being bullied:

- Listen to your child;
- Try not to overreact;
- Tell your child that bullying exists and it's not their fault.
- Check all the facts – is it bullying or friendship problems, which may resolve naturally?
- Talk about possible strategies for your child to use – try the websites listed at the end of the policy.
- Encourage your child to tell a teacher.
- If the situation is serious, contact the class teacher yourself.

1.35. Signs and symptoms:

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school;
- Doesn't want to go on the school / public bus;
- Begs to be driven to school;
- Changes their usual routine;
- Is unwilling to go to school (school phobic);
- Begins to truant;
- Becomes withdrawn, anxious, or lacking in confidence;
- Starts stammering;
- Attempts or threatens suicide or runs away;
- Cries themselves to sleep at night or has nightmares;
- Feels ill in the morning;
- Begins to do poorly in school work;

- Comes home with clothes torn or books damaged;
- Has possessions which are regularly damaged or "go missing";
- Has unexplained cuts or bruises;
- Becomes aggressive, disruptive or unreasonable;
- Is bullying other children or siblings;
- Stops eating;
- Is frightened to say what's wrong;
- Gives improbable excuses for any of the above;
- Is afraid to use the internet or mobile phone;
- Is nervous and jumpy when a cyber message is received.

These signs and behaviour could indicate other problems, but bullying should be considered a possibility and should be investigated.

1.36. Help from outside agencies:

You may find the following web sites useful:

- www.bullying.co.uk
- www.bbc.co.uk/education/archive/bully
- www.childline.co.uk
- www.antibullying.net
- www.kidscape.org.uk

You may find the following telephone numbers useful:

- Advisory Centre for Education (ACE): 0808 800 5793
- Children's Legal Centre: 0845 345 4345
- KIDSCAPE Parents Helpline (Mon-Fri, 10-4): 0845 1 205 204
- Parentline Plus: 0808 800 2222
- Youth Access: 020 8772 9900