Victory Primary school

Victory for all !

Anti-Bullying Policy

October 2023

All children have the right to be safe from bullying, harm and abuse. At Victory we will ensure that the victims of bullying are supported and looked after. Our school aims to offer a positive, supportive and safe learning environment for our community, in which everyone has an equal right to be treated with dignity and respect. Bullying of any kind is unacceptable. If bullying does occur, all pupils and adults should be able to tell and know that incidents will be dealt with promptly and effectively. Victory is a 'telling school'!

Aims

The aim of this policy is to ensure that all governors, teaching and non-teaching staff, pupils, volunteers and parents:

- Have an understanding of what bullying is
- Know what the school policy is on bullying and what they should do if bullying arises
- Know that as a school 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?

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 may be racist, sexist or homophobic. People can be bullied for any reason; because of the way they look, because of their religion, their age, because of learning or physical disability, where they live, their family, their social class or their achievement. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding others, 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 focussing 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 technology

The school will deal with bullying by:

Ensuring that the whole school understands what bullying means, what a victim is, what bullying behaviour is, what a bystander is, also:-

- Making it clear that a zero tolerance approach to bullying is in place in school
- Encouraging children to report incidents without feeling they are telling tales
- Stressing the role of the bystander – the person who can intervene and help the situation. We encourage the bystander to get involved as opposed to watching and colluding with any bullying they witness

- Taking incidents seriously, investigating and if necessary, acting upon them quickly and fairly
- Having a behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom
- Rewarding positive behaviour and relationships as outlined in our behaviour policy and through the classroom behaviour card system, praise books, top table book and peace maker award.
- Providing opportunities to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities. This will be through whole school events (such as Anti-bullying week) and through key stage assemblies and PSHE/SEAL teaching
- Develop children's own resilience through a PSHE/SEAL/Citizenship curriculum. This may involve exploring feelings through role play and viewing bullying situations from both sides
- Providing a structured, well-staffed playground environment with a variety of activities/equipment for pupils to play with during school breaks

Reporting bullying

All members of the Victory community have a duty and responsibility to report bullying, whether they witness it, know of it or suffer from it. Victory is a 'Telling School'. Bullying concerns should be reported to school in the first instance.

There are a number of ways bullying can be reported:

- Playground Pals are available at playtimes and lunchtimes to support children and to help victims access support
- Worry Boxes in every classroom, which can be used to report concerns anonymously to a teacher
- Concerns can be passed onto any member of staff. All members of staff have a duty of care to ensure the anti-bullying policy is adhered to when a report is made.
- Circle time for each class regularly can be used as a forum for raising concerns.

When dealing with bullying, staff will:

- Respond sensitively
- Investigate the incident ensuring any bullying has stopped
- Record all incidents of bullying on an incident form and pass on to Phase Leader
- In the first instance meet with the victims and bullies individually, using restorative language as a way of facilitating the conversation
- If appropriate facilitate a restorative meeting between the victim and bully as an opportunity for the bully to understand how their actions have affected the life of the victim.
- Contact the parents of both the victim and bully to discuss the problem where serious accusations or repeat accusations have been made
- In more serious cases, or if a pupil is repeatedly bullying, HT/DHT will investigate and decide on what actions will need to follow

- Where appropriate liaise with members of the pastoral support team to consider the options available to support the victim and/or the bully

Procedures

Stage 1 actions include:

- Incident is reported to victim's class teacher – intervention in first instance is through the class teacher. If the allegation is of a serious nature then the teacher may deem it necessary to move to stage 2 immediately
- After individual meetings, children are brought together by a senior teacher to discuss the concern and the solution strategy
- All referrals are passed on to the Phase Leader and noted in bullying incident file

Stage 2 actions include:

- Parents are notified of serious accusations or repeat accusations by SLT.
- The school takes the needs of the victim seriously and support is offered for as long as the victim feels the need
- Meetings between victim and bully using restorative approaches to achieve resolution and justice as the goal for the session, where appropriate
- Meetings between victim/parents/bully using restorative approaches to achieve resolution and justice as the goal for the session, where appropriate
- Intervention programme for individuals set up with key monitoring targets
- Development of self-esteem or social intervention work for children who are trapped in the bullying cycle

Stage 3 actions include:

- Parents of the bully are asked to accompany their child to school for the day to see the context for the behaviours (briefed by Headteacher on school rules/acceptable behaviour prior to accompanying child)
- Temporary exclusion

Consequences of Bullying

- Victory's SENCO is available to ensure the victim is supported in rebuilding their confidence. Support for the bully may include anger management, circle of friends, liaising with parents or referrals to outside agencies (Children Centres, CAHMS, housing).
- At Victory Primary School we emphasise that it is the bullying behaviour, rather than the person doing the bullying, that is not acceptable
- The bully will be encouraged to understand how their actions have caused distress and anxiety
- Bullies are to be disciplined in line with the school's behaviour policy; this may involve the following sanctions: verbal rule reminder, loss of play, senior teacher involvement, internal/external exclusion (at the discretion of the Head teacher)

- We will ensure all actions are fully communicated to the relevant parties and recorded using school record-keeping procedures

Monitoring and Review

Victory's Anti-Bullying Policy is in-line with Local Authority and DFE Guidelines. 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 are actively sought.

The number of bullying incidents is monitored each term by SLT and broken down into race, gender and disability strands and reported to the Headteacher and governors.

Victory's anti-bullying policy supports other pastoral policies such as our Positive Behaviour Management Policy and Safeguarding Policy.

Further Guidance for Children:

• Do not bully other people – it is not kind
• If you see someone being bullied- help them or tell an adult
• If you are being bullied TELL SOMEONE! Talk to a peer mentor or a teacher!
• Use the class worry box.
• Speak to your teacher or senior 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

Further Guidance for Parents:

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, or senior teacher.
• If the situation is serious, contact the class teacher yourself.

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 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 damaged or "go missing"
• asks for money or starts stealing money (to pay bully)
• has dinner or other monies continually "lost"
• has unexplained cuts or bruises
• comes home starving (money / lunch has been stolen)
• 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 & jumpy when a cyber-message is received
These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Help from Outside Agencies:
You may find the following websites 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:-
KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
Parentline Plus 0808 800 2222

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