

Hampton Vale Primary Academy

Anti-Bullying Policy (Students)

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1.0 Introduction

1.1 At Hampton Vale Primary Academy bullying is not acceptable and will not be tolerated. We believe that all children are entitled to be in an environment where they feel safe and that all children have the right to uninterrupted learning.

2.0 What is bullying?

2.1 Bullying is repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability. However we are aware that anyone can be bullied for any reason.

2.2 This policy adheres to the Equality Act 2010 and we recognise all protected characteristics mentioned within the act including; gender, age, gender identity, race, religion, sexual orientation and disability.

2.3 As a school we also acknowledge the need to protect the characteristics of children who are economically disadvantaged and those of differing abilities. We do not tolerate homophobic, biphobic and transphobic bullying.

3.0 What are the specific types of bullying?

- Physical
- Verbal
- Cyber
- Indirect

4.0 How do we prevent bullying?

4.1 As bullying is 'repeated' behaviour, we as a school aim to prevent bullying.

4.2 We believe through effective prevention strategies, the likelihood of a child being bullied is reduced as there should be intervention before it gets to this stage.

5.0 A sample of prevention strategies

5.1 Our school ethos is based around the promotion of positive behaviour. We have nine core values: integrity, liberty, empathy, challenge, respect, resilience, equality, leadership and determination.

5.2 The children are taught about these values, why they are important and how to show these values through their behaviour. As a result, all children know that bullying is unacceptable and not in-line with our ethos.

5.3 Our behaviour policy not only promotes positive behaviour but also has clear consequences for negative behaviour.

5.4 Our school curriculum is underpinned by four key concepts, one of which is community. Children are taught about British Values and the importance to show respect and tolerance to others in order for communities to promote a sense of belonging for all.

5.5 Our PSHE curriculum is structured to ensure that our children are taught about bullying. Through 'our speak out, stay safe' approach children are regularly encouraged to raise any concerns or worries that they have as well as developing strategies to keep themselves safe. This includes physically, emotionally and on the internet and is taught through lessons and assemblies.

5.6 Bullying is most likely to occur at unstructured times such as playtimes and lunchtimes. The inclusion team take responsibility for lunchtime provision supporting children with friendship issues, conflict resolution and resilience, and also dealing with any incidents that arise.

5.7 All staff are trained on how to deal with bullying and know how to deal with incidents as they arise.

6.0 How can concerns be raised?

- A conversation with a chosen adult in school
- In 'speak out stay safe' sessions or follow up small group sessions
- A conversation with a member of the inclusion team at lunchtime
- Parents can raise concerns via a conversation with the class teacher
- In addition, if a member of staff witnesses any incident this will be acted on immediately

7.0 What happens when concerns are raised regarding bullying?

7.1 All allegations of bullying are taken very seriously. When an allegation is made it will be immediately investigated by the class teacher and the findings passed on to the Assistant Headteacher for the phase.

7.2 If the teacher believes that the concerns raised are substantiated, the Assistant Headteacher will further investigate, arrange meetings with the parents of children involved and put appropriate sanctions in place. If after the initial investigation by the teacher, it is felt the behaviours demonstrated are not bullying, the teacher will meet with the parents to discuss the findings and outcomes of this. CPOMs is used to log and record all incidents of bullying.

7.3 The Headteacher must be made aware of any allegations of bullying.

7.4 If bullying has taken place, the child who has carried out the bullying will take part in a programme that ensures they understand why their behaviour is wrong and how to ensure they do not repeat the same behaviour again.

7.5 The child who has been the target of the bullying will be offered support via the inclusion team. This support may include counselling if it is needed. The situation will be closely monitored until the targeted child feels safe and all accusations of bullying have stopped.

8.0 Bullying outside the school premises

8.1 The Senior Leadership Team may choose to sanction a child for their behaviour if it happens beyond the school gates if:

- It adversely affects other members of the school community within school
- The incident could adversely affect the reputation of the school
- There is an impact on the orderly running of the school

8.2 This is down to the discretion of the Senior Leadership Team.

9.0 Role of the Local Governing Committee (LGC)

9.1 The Local Governing Committee (LGC) supports the Headteacher in all attempts to eliminate bullying from our school.

9.2 This policy makes it very clear that the LGC does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

9.3 The LGC, via the Safeguarding Link Governor, monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly.

9.4 The LGC requires the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti bullying strategies.

- 9.5 Any incidents that occur in relation to the protected characteristics are reported to the local authority termly.
- 9.6 The LGC aims to respond within ten working days to any request from a parent to investigate incidents of bullying.
- 9.7 These requests should be put in writing to the Chair of Governors via the Clerk to Governors.
- 9.8 In all cases, the LGC notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the Committee.
- 9.9 The LGC will review this policy annually to monitor effectiveness.