Vale Primary Academy
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Head of Academy: Stuart Cooke

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The Vale Primary Academy Anti-Bullying Policy

At The Vale Primary Academy we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential.

We would expect pupils to feel safe in school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe.

Roles and responsibilities

The Head of Academy- Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

The Anti-bullying Leads in our school are our designated safeguarding team. Their responsibilities are:

- Policy development and review involving pupils, staff, parents/carers and relevant local agencies.
- Implementing the policy and monitoring and assessing its effectiveness in practice.
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents (CPOMS).
- Coordinating strategies for preventing bullying behaviour.

Definition of Bullying
'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'. *Safe to learn: embedding anti bullying work in schools (2007).*

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?
- There is deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is persistent.

What does Bullying look like?
Bullying can include:
- Name calling
- Taunting
- Mocking
- Making offensive comments
- Physical assault
- Taking or damaging belongings
- Cyber bullying- via mobile phones or online (for example inappropriate text messaging and e-mailing; sending downgrading images by phone or via social media e.g. Facebook, Twitter, Snapchat and Instagram, etc.)
- Gossiping and spreading hurtful and untruthful rumours

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- Excluding people from groups

All forms of bullying should be taken equally seriously and dealt with appropriately.
Bullying can take place between:

- Young people
- Young people and staff
- Staff
- Individuals or groups

Reporting and Responding to Bullying

Our school has clear systems to report bullying for the whole school.

- **Children and young people in school**- Pupils are encouraged to tell anybody they trust if they are being bullied. This will be reinforced in assemblies, circle times when children are encouraged to discuss how they feel.
- **Parents/carers**-Parents/carers 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 class teacher immediately.
- **All staff**- Staff will adhere to appropriate polices (e.g. safeguarding, bullying, e-safety)

All reported incidents will be taken seriously and investigated involving all parties.

- Interviewing all parties.
- Informing parents.
- A range of responses appropriate to the situation: - solution focused, restorative approach, circle of friends, and individual work with victim, perpetrator and referral to outside agencies if appropriate.
- Referral to Behaviour Policy school sanctions and how these may be applied including what actions may be taken if bullying persists.
- Follow up; especially keeping in touch with the person who reported the situation, parents/carers.
- Support for the victim and the bully.

Recording Bullying and Evaluating the Policy

As a part of our on- going commitment to the safety and welfare of our pupils we at The Vale Primary Academy have embedded the following strategies in our curriculum. Some examples of this are:

- Restorative Approaches
- Involvement in SEAL including Anti-bullying Unit.
- Anti-Bullying week annually in November.
- PSHE/Drama/English lessons for example
- Specific curriculum input on areas of concern such as cyberbullying and internet safety
- Student voice
- Playground buddying

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- Staff training and development for all staff
- Assemblies
- Preventative strategies- including supervision of all areas of school and maintaining a stimulating environment.
- Vote for schools/discussions
- Group work / circle time
- Parent workshops

Policy amended November 2019
Agreed at Autumn Term AAB
Review date: September 2020