



SCHOOL ANTI-BULLYING POLICY

March 2023

**This policy is written after close consideration of the DfE publication
'Preventing and Tackling Bullying July 2017'.**

At Alvanley and Manley Village School we believe that all pupils are entitled to learn in a safe and supportive environment; this means being free from all forms of bullying behaviour. This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying.

These strategies, such as learning about tolerance and difference as part of the school's curriculum, aim to promote an inclusive, tolerant and supportive ethos at the school.

The Education and Inspections Act 2006 outlines a number of legal obligations regarding the school's response to bullying. Under section 89, schools must have measures in place to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the school's Behavioural Policy, which is communicated to all pupils, school staff and parents.

All staff, parents/carers and pupils work together to prevent and reduce any instances of bullying at the school. There is a zero tolerance policy for bullying at Alvanley and Manley Village School.

Statutory duty of schools

Headteachers have a legal duty under Section 89 Education and Inspections Act 2006 and The Equality Act 2010 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Definition

For the purpose of this policy, bullying is defined as persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group.

Bullying is generally characterised by:

- Repetition: Incidents are not one-offs; they are frequent and happen over a period of time.
- Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.
- Targeting: Bullying is generally targeted at a specific individual or group.
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- emotional (spreading rumours, excluding someone from social groups)
- online (cyber-bullying)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. **Pupils must be encouraged to report bullying by telling someone at school and at home.**

All teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Prevention is at the forefront of the school's Anti-bullying Policy and as such:

- Staff treat reports of bullying very seriously.
- Staff do not ignore signs of suspected bullying.
- Unpleasantness from one pupil towards another is always challenged and never ignored.
- Staff take action immediately when they become aware of a bullying incident; this applies to all staff, not solely teaching staff.

Staff always respect pupils' privacy, and information about specific instances of bullying is not discussed with others, unless it is in a setting that the victim has given consent to. If the member of staff believes the pupil is in serious danger, e.g. of being hurt, they will inform the **designated safeguarding lead** immediately.

Follow-up support is given to both the victim and bully in the months following any incidents, to ensure all bullying has stopped.

Procedures

Minor incidents are reported to the victim's class teacher, who investigates the incident, sets appropriate sanctions for the perpetrator and informs the headteacher in writing using CPOMS of the incident and any outcome.

When investigating *a bullying incident*, the following procedures are adopted:

- The victim, alleged bully and witnesses are all interviewed separately
- Members of staff ensure that there is no possibility of contact between the pupils being interviewed, including electronic communication
- If a pupil is injured, members of staff take the pupil immediately to the school first aider for a medical opinion on the extent of their injuries
- A room / space is used that allows for privacy during interviews
- A witness is used for serious incidents
- If appropriate, the alleged bully, the victim and witnesses, are asked to write down details of the incident; this may need prompting with questions from the member of staff to obtain the full picture
- Premature assumptions are not made, as it is important not to be judgemental at this stage
- Members of staff listen carefully to all accounts, being non-confrontational and not attaching blame until the investigation is complete. All concerned pupils are informed that they must not discuss the interview with other pupils
- All evidence / records are input onto CPOMS informing the Head Teacher and / or DDSLs.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support

with the aim of restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened and why
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil.

with the aim of understanding the consequences and it never happening again.

Sanctions

The following disciplinary steps can be taken:

- official warnings to cease offending
- detention / thinking time
- exclusion from certain areas of school premises (eg. playground)
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through our implementation of the NO OUTSIDERS programme (class work and assemblies) and teaching in PSHE and other class subject areas (as appropriate) in an attempt to eradicate such behaviour. Children have the opportunity to discuss problems and concerns with staff throughout the day as part of the close-knit nature of our small school and have access to the Head Teacher as safe person should they prefer to share their concerns with him/her.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.