# Blaenavon Heritage Voluntary Controlled Primary School



# ANTI BULLYING POLICY

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CoG:

**BULLYING**

"Bullying behaviour involves an imbalance of power where a person or group of people repeatedly and intentionally cause emotional or physical harm to another person or group of people.

Isolated instances of hurtful behaviour, teasing or arguments between individuals of equal power should not be seen as bullying".

**BLAENAVON HERITAGE VC PRIMARY SCHOOL RATIONALE**

We at Blaenavon Heritage VC Primary believe that every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour.

Our approach is to build the children's self-esteem and confidence and for our approach to be consistent across the whole school. We intend that the policy is clearly understood and shared by all - children, staff and parents. The Anti-Bullying Policy takes its place within the general aims of the school. It has close links to the Safeguarding, Behaviour Management, Wellbeing, E-Safety, Collective Worship and RE Policies and the Equalities Plan. Please note this policy is set within the Torfaen Anti Bullying Strategy Framework.

We are a *TELLING* school. This means that *anyone* who knows bullying is happening is expected to tell someone in school.

Bullying can take many forms but the three main types are:
1. PHYSICAL – hitting, kicking, taking or spoiling belongings, sexual harassment or aggression.
2. VERBAL – name-calling, racist/homophobic remarks, and insulting, offensive remarks.
3. INDIRECT – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones (cyberbullying), allowing bullying to occur without intervening.

It may be undertaken by:
1. Individuals of their own volition.
2. Individuals under the influence of others.
3. Groups, usually with a ringleader.

It may take place anywhere, but is particularly likely in those places where, and at times when, it is less likely to be observed.

## AIMS

The aims of our Anti Bullying Policy at Blaenavon Heritage VC are:
1. To empower children/adults to report all alleged incidents of bullying.
2. To deal with all incidents of bullying quickly and effectively where they occur.
3. To eliminate all forms of bullying.

This policy supports our school aim through '**Bullying - Our Charter for Action'**. All stakeholders had the opportunity to contribute in the creation of this charter. The charter is displayed in all classrooms and in key areas throughout the school - Appendix 3.

## OBJECTIVES

- All pupils, governors, teaching/non-teaching staff, and parents should have an understanding of what bullying is.
- All governors, teaching/non-teaching staff should know what the school policy is on bullying, and follow it when a bullying allegation is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- At Blaenavon Heritage VC Primary School we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## RIGHTS AND RESPONSIBILITIES OF ALL INVOLVED

### Staff Responsibilities

- To implement procedures to confront bullying in any form.
- Class Teacher to initially deal with alleged incident of bullying by listening to reporting person and proceed, by following the Bullying Allegation Flow Chart displayed in all classrooms - Appendix 1.
- Reporting adult to complete a Bullying Allegation Sheet - Appendix 2. Report incident to lead person, Mrs J Howells (Head Teacher), Mrs A Coombs (Deputy Head Teacher) or Miss M Calder-Matthews (Behaviour Co-ordinator).
- Lead person to log initial allegation in Blaenavon Heritage VC Heritage Anti-Bullying Incident log book.
- Investigation carried out by lead person who will listen to all parties involved and investigate, as fully as possible, all reported incidents.
- If necessary, an action plan will be created and agreed by all parties involved.
- Follow up date to be arranged by investigating staff member to review progress.
- Outcomes of investigation fed back to all parties.

All reported incidents of bullying are recorded in 'Alleged Incident of Bullying Log'. This will be fully investigated and, if necessary, appropriate action will follow.

The 'Alleged Incident of Bullying Log' will be completed stating whether the investigation of alleged bullying was a bullying incident or not.

**Governor Responsibilities**

- To support the Head Teacher in all attempts to eliminate bullying from the school.
- To monitor incidents of bullying and review the effectiveness of the school policy regularly.
- To respond within **ten days** to any request from a parent to investigate incidents of bullying. Governors will investigate, via the Complaints Panel, any alleged incidents of bullying when not satisfactorily resolved by the Head Teacher or staff.
- Governors will review the policy as and when required and should have an understanding of the policy when conducting their link governor role.
- Link Governor: Ann Morgan.

**Parents' Responsibilities**

- To be aware of any telltale signs that might suggest their child has been, or is being, bullied - such as being unusually quiet or withdrawn, feigning illness to avoid coming to school, having nightmares or unusual sleep patterns.
- To inform school immediately they suspect their child is, or has been, a victim of bullying.
- To reassure their child that they are not doing anything wrong and that they will be listened to.
- To seek support and advice if their own child is being accused of bullying, as the act of bullying can often be a cry for help in itself.

**Children's Responsibilities**

- To recognise that every child has a right to be left alone.
- To inform an adult as soon as someone is teasing them or doing something to them that they don't like.
- To try to be as self-assertive as possible, because bullies generally pick on children they perceive to be weaker than themselves.
- Not to feel ashamed or worried if reporting an incident of bullying.

**STRATEGIES AND SANCTIONS**

- To use SEAL, Values, Circle Time and PSE lessons to develop strategies to challenge, discriminate and counter against bullying in all its forms.
- To use SEAL, Values Assembly as a forum in which to discuss why bullying is wrong.
- To foster, by example, the values we believe in as a school.
- To create a school climate of mutual respect, support and praise for success.
- To promote the use of interventions which are least intrusive and most effective.
- Lead person to complete bullying log, recording if the allegation of bullying was founded or not.

**ENCOURAGEMENT TO TELL**

At Blaenavon Heritage VC Primary School we actively encourage anyone who is being bullied, or others who know about it, to feel that they will be listened to, and that action will be swiftly taken which is sensitive to their needs.

Disclosure (telling an adult/peer) can be direct and open, or indirect and anonymous.

At Blaenavon Heritage, we will endeavour to promote positive peer relations through activities which will develop positive peer relationships, establish social competencies and emotional wellbeing. Through this, we would expect the children to demonstrate:

- the ability to shape their own lives in a respectful and assertive manner;
- the ability to take responsibility for their own thoughts, intentions and actions;
- empathy, by understanding the points of view of others;
- the ability to establish effective relationships;
- self-awareness and good self-esteem in all areas of their lives.

We will start developing these areas during the Foundation Phase, as research shows that "unless a child achieves at least a minimal level of social competence by about the age of six, he/she is at risk for the rest of his/her life the ability to form stable relationships." (Katz, 2000).

Although the children are young, we will introduce strategies to ensure the children of BHVC Primary School stand the best chance to develop the above. For example:

- Social, Emotional Affective Learning (SEAL) where the pupils are encouraged to express themselves freely, feel part of the community and develop their sense of worth and well-being.
- Value of the half term. A different value is introduced to the whole school during a special Assembly. These values run alongside our nurture principles. Pupils and staff are encouraged to live by that value and examples of good practice are rewarded.
- Circle Time.
- Providing a relaxed friendly environment.
- Providing a prayer space in each classroom.
- Laughter and happy relationships.
- Activities where feelings can be explored.
- Activities to promote social and emotional activities.
- Positive attention through adult intervention.
- An inclusive atmosphere.
- Role play.
- Activities that make children aware of consequences of their actions.
- Pupils to reflect on inappropriate actions by completing a consequence sheet, followed by a discussion with an adult to reflect on inappropriate behaviour/ action and to discuss what they should have done.

**EQUAL OPPORTUNITIES**

Please see policy.

**HEALTH AND SAFETY**

Please see policy.

At BHVC Primary School, the Anti Bullying Policy should be read in conjunction with our policies for Safeguarding, Behaviour Management, Wellbeing, E-Safety, Collective Worship and RE Policies and the Equalities Plan. Please note this policy is set within the Torfaen Anti Bullying Strategy Framework.

> *"Any society, any nation, is judged on the basis of how it treats its weakest members; the last, the least, the littlest."*
>
> *Mahony Cardinal R (1998)*

**Other documents and appendices:**

Appendix 1 Bullying Allegation Flow Chart
Appendix 2 Bullying Allegation Sheet
Appendix 3 Bullying - A Charter for Action

**Appendix 1**

## MY RESPONSIBILITIES FOR BULLYING

# ALLEGATION FLOW CHART

Alleged bullying incident from
pupil, staff, parent, community
Social Services

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Report directly to
Head Teacher or
Deputy Head Teacher or
Behaviour Co-ordinator
(Miss M Calder-Matthews)

Complete Bullying Allegation Sheet
(Safeguarding File)

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Investigation carried out by
Head Teacher or
Deputy Head Teacher or
Behaviour Co-ordinator
(Miss M Calder-Matthews)

Bullying Allegation Sheet
completed by staff investigating

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Investigation Outcomes:

Bullying allegation confirmed - Yes/No
(recorded on log sheet and SIMS)

Follow up date to be arranged by investigating staff member.

Outcomes of investigation fed back to all parties.

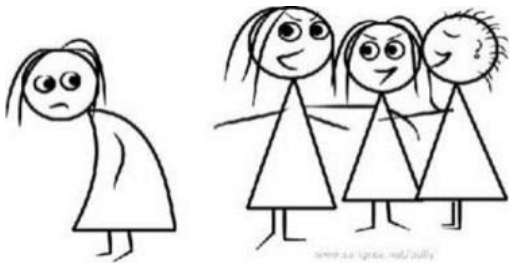
**Appendix 2**

# BULLYING ALLEGATION SHEET

| | | |
|---|---|---|
| **Person Reporting Allegation:** | | |
| **Date:** | **Time:** | **Location:** |
| **Adult/Child/Children Involved** | | |
| **Outline of allegation made:** | | |

**Appendix 3**

# BULLYING
# A CHARTER FOR ACTION



We at BHVC Primary School are working to create a community where bullying is not tolerated.

We understand that bullying is aggressive behaviour: something that is physical or hurts our feeling that is repeated constantly.

**We agree to:**

Be kind and respectful.
Use and check "The Worry Machine."
Tell someone – Teacher, Friend, Parents, Siblings or the School Council - if we are getting bullied.
Tell someone if we see someone else getting bullied.
Treat people how we would like to be treated.

**BULLYING IS TOO CRUEL FOR OUR COOL SCHOOL!**

