

Executive Headteacher: Mrs J McKeown

Initial Policy date	May 2018	Next scheduled review	October 2023
Governor approved	29 March 2023	Key person/people	HT/DHT -Behaviour & Inclusion
Model Policy		Model localised	Y
Pupil leadership team review		Y / N / N/A	Spring 2018

ANTI-BULLYING POLICY

Principles:

The aim of the anti-bullying policy is to ensure that all pupils learn in a supportive, caring and safe environment without the fear of being bullied and that colleagues are free from fear of bullying by pupils and other adults. At Test Valley School we will work in partnership to ensure all members of the School community, adults and children are kept safe, remain healthy and are able to enjoy and achieve. Bullying is defined as:

The behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group, either physically, verbally or emotionally (DFE Preventing and Tackling Bullying July 2017). This definition also reflects our own pupils' views.

Bullying can be:

- Physical – e.g kicking, hitting, taking and damaging belongings.
- Verbal – e.g name calling, taunting, threats, offensive or personal remarks.
- Relational – e.g spreading stories, gossiping, excluding from social groups.
- Cyber – e.g emails, pictures/videos, social media etc.
"What is unacceptable offline should be unacceptable online" (Internet Safety Green Paper October 2017).
- Indirect – e.g homophobic, disability, racist, sexist etc.
- "Peer on peer abuse – Children can abuse other children. This is generally referred to as peer on peer abuse and can take many forms. Peer on peer abuse is most likely to include, but may not be limited to bullying (including cyberbullying, prejudice-based and discriminatory bullying)" Keeping Children Safe in Education statutory guidance for schools and colleges September 2021.
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At Test Valley School we will:

- Create a positive, caring ethos within the School where people are accepted and recognised as individuals, regardless of race, disability, sex, gender re-assignment, age, pregnancy and maternity, marriage and civil partnership, religion or belief and sexual.
- Deal seriously and quickly with every known instance of bullying in a thorough, informed and positive way.
- Lead by example, modelling the way in which we should behave towards others.
- Empower pupils to develop an intolerance of bullying and become more aware through regular assemblies, lessons and campaigns held throughout the year.
- Promote strong partnership with pupils and parents to find resolution to incidents of bullying.
- Work closely with victims and the perpetrators in supporting individuals and groups.

Practice and Procedure

- Good healthy relationships are taught and promoted by our curriculum, particularly through RSHE.
- All cases of bullying are taken seriously and an appropriate response is made. A central record is kept through CPOMS to track interventions, resolutions and outcomes as applicable.

- Bullying incidents are promptly dealt with by the appropriate adult in School. Where persistent bullying occurs, senior colleagues and support agencies will become involved.
- The education around 'anti bullying' and restorative work will (in the main) be led and carried out by the Pastoral Team.
- Parents will be kept informed throughout the whole process.
- Where appropriate, individual, restorative work will be given to both the victim and the perpetrator by the Pastoral Team.
- All colleagues will take responsibility for teaching pupils effective relationships and strategies to keep themselves and others safe.
- Where bullying takes place outside of School activities or time, the School has disciplinary powers to support parents in addressing pupils' conduct.
- The Headteacher/DSL will consider whether it is appropriate to notify police or PCSOs. If the behaviour is criminal, poses a serious threat to another person or relates to specific safeguarding concerns, the police will be informed.
- The Education Act 2011 states that when an electronic device, such as a mobile phone, has been seized by a member of staff, who has been authorised by the Headteacher, that staff member can (without parental consent) examine data or files and delete these, where there is good reason to do so. Any content found that provides evidence in relation to an offence, that staff member must notify the DSL and give the device to the police on their request. Material on the device that is suspected to be evidence or is of an inappropriate image of a child, should not be deleted prior to giving the device to the police.
- The School will follow 'up to date' guidelines from police, and Hampshire County Council and DfE.