



Test Valley School

Anti-Bullying Policy

Rights, Respecting Schools:

Article 13: Every child must be free to say what they think and to seek and receive all kinds of information, as long as it is within the law

Article 14: Every child has the right to think and believe what they want and also to practise their religion, as long as they are not stopping other people from enjoying their rights. Governments must respect the rights of parents to give their children information about this right.

Article 19: Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.

Principles

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. All pupils have an absolute right to be protected from others who may wish to harm, degrade or abuse them. Bullying in all its forms is unacceptable at our school. Bullying may be verbal, physical or psychological. In fact, any action that makes a pupil feel threatened, uncomfortable or insecure could be defined as bullying.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

Anyone who knows that bullying is happening is expected to tell a member of staff. Pupils will know to do this if they are being bullied and they will know to do this if they see someone else being bullied.

This policy applies only to incidents of bullying that take place on school premises. However, the school has an enduring interest in the welfare and conduct of its pupils and will respond positively to any information it receives about bullying outside school thus:

If it emerges that a pupil is reported for bullying other pupils outside of school hours then this matter could be addressed and (if appropriate) the bully's parents informed.

If a pupil is found to be the victim of bullying outside of school hours then help and support will be offered and advice given on how to avoid further incidents in future. The victim's parents will be informed.



Purposes

The purpose of this policy is to try and prevent and deal with any behaviour deemed as bullying and to promote an anti-bullying message throughout the school. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in.

All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. Staff and pupils will be encouraged to act with tolerance, courtesy and consideration to others at all times

As a result, this policy should ensure that:

- All Governors, staff, parents and pupils understand what bullying is.
- All Governors and staff know what the school's Anti Bullying Policy is and follow it when bullying or cyberbullying is reported.
- All pupils and parents are aware of the procedures to follow in the School's Anti-bullying policy.
- Pupils and parents know that they will be fully supported when bullying or cyberbullying is reported.
- Whole school initiatives (e.g., assemblies) and proactive teaching strategies (e.g., in PHSE lessons) will be used to educate pupils about why bullying is not acceptable and how it will be dealt with
- A positive, caring ethos will be created within the school environment where everyone can work and express themselves, free from the fear of being bullied.

What is Bullying? (DfE definition)

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying has some key features which differentiate it from other forms of aggression:

Bullying behaviour	Other behaviours
An imbalance of power which makes it hard for the victim to defend themselves	Conflict = An equal balance of power between 2 people or groups
Repeated over time	One off incidents

Bullying can be:

- Verbal Name-calling, sarcasm, spreading rumours, teasing
- Emotional Being unfriendly, excluding, tormenting, mocking, imitating (eg taking belongings, hiding pencil cases, emptying bags, threatening gestures)



- Physical Pushing, kicking, hitting, punching or any use of violence
- Sexual Unwanted physical contact or sexually abusive comments
- Cyber Malicious use of the internet and mobile phones including social networking sites, email, video, texts and calls
- Prejudice Showing prejudice, which can develop into bullying
- Racist Racial taunts, graffiti, gestures etc.
- Homophobic Negative attitudes towards homosexuality and use of homophobic language (e.g. calling someone 'Gay')

Why is it important to respond to bullying?

- To identify and understand what bullying is and is not
- To ensure that all pupils feel safe at school
- To provide an environment where all have the opportunity to be happy and grow in confidence
- To encourage all pupils to treat each other with respect
- To raise morale for all and improve relationships in school
- To reduce absence

Practice

- A whole school culture that encourages pupils to show consideration and respect for others
- Staff and pupils model respectful relationships
- Encourage pupils and parents to share information with the school
- Investigate to identify the exact nature of the problem
- Train staff to effectively deal with bullying issues
- Pupil mentors trained and available to support younger pupils
- Personal, Social and Health Education (PSHE) curriculum and regular assemblies actively promote positive relationships and discourage bullying behaviour
- Repeatedly educate pupils with key messages; For example, 'Bullies need an audience'
- All staff to be aware of and work to arrest 'put downs' which can lead to bullying
- All activities which promote cohesion and a sense of unity actively encouraged at all times

Procedures

- Encourage all pupils of the importance of telling someone about a problem
- Interview all parties involved and record key facts before making a judgement
- Encourage full understanding of the situation in all parties involved
- Liaise with parents at the earliest opportunity, if considered the most appropriate action to take at this time.
- Consider what action to be taken, this could include specific guidance for both the bullied and/or the bully and could include sanctions for the bully
- If appropriate, hold a mediation meeting to allow all the pupils an opportunity to discuss how the incident has affected them.



- Every effort is to be made to ensure the bullying behaviour ceases
- Discourage onlookers/bystanders
- Discourage ongoing bullying behaviour by friends of the bully/bullies
- Re-establish working relationships between pupils

Follow up

- Set clear boundaries and consequences if the bullying continues
- Arrange follow-up meetings to monitor ongoing behaviour

Governors Responsibility

To ensure this policy is effective, it will be regularly monitored and evaluated by the school and by Governors. Reviews of bullying trends, pupil voice and parent questionnaires will be used to gauge the effectiveness of the policy.

It is the Governing Body's responsibility to ensure that the policy is made available to parents.