



*Inspiring All to Excellence*



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**Anker Valley Primary Academy**

# **Anti-Bullying Policy**

## Document Control

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## Version Control

<b>Version</b>	<b>Date</b>	<b>Amended by</b>	<b>Comments</b>
1	February 2021	MH	Additional guidance has been included from Gov.Uk Bullying at school guidance January 2021
2	September 2022	MH	Linked to the Behaviour and Relationship Policy 2022-2023 (p5)
3	September 2023	NH	Linked to the Behaviour and Relationship Policy 2023-2024 (p5) Removal of Appendix 2 as My Concern is used to log incidents of bullying.

## Introduction

*Schools and the law:* By law, schools must have policies in place that include measures to prevent all forms of bullying among pupils.

## Anti-Discrimination Law

Schools must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment, and victimisation within the school. This applies to all schools in England.

## School Reporting of Bullying

School staff will deal with bullying in different ways, depending on how serious the bullying is and in accordance with their Behaviour and Anti-Bullying Policy.

School leaders might deal with it in school, for example by disciplining bullies, or they might report it to the police or social services if the severity of bullying is beyond normal school experiences.

Any discipline must take account of special educational needs or disabilities that the pupils involved may have.

## What is the definition of bullying?

There is no legal definition of bullying. However, it is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender, or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile telephone devices or online (for example email, social networks, and instant messenger)

## In addition:

- Bullying is when one or more pupils systematically and repeatedly target another pupil over a **sustained period of time**.
- Bullying can be physical, verbal, or emotional, on-line (through technological devices), or face to face.

- Bullying is wrong and damages individual children. At Anker Valley Primary Academy, we therefore do all we can to prevent it, by fostering a school ethos in which bullying is regarded as unacceptable.
- We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regards to the eradication of bullying in our school.

## Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in schoolwork
- comes home with clothes torn or damaged property
- has possessions which " go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive, or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## Prevention

We promote a variety of ways to minimise bullying throughout the school year.

These include: -

- Anti Bullying Week
- Character Virtue lessons
- PSHE Curriculum
- Assemblies
- Well-Being Weeks
- E Safety lessons and week

**Promoting British Values** – Anker Valley Primary Academy actively promotes the fundamental British values of: *Democracy, The Rule of Law* and *Individual liberty and mutual respect and tolerance of those with different faiths and beliefs*. This is achieved through the effective spiritual, moral, and cultural development of our pupils, as part of a broad and balanced curriculum and extra-curricular activities, through both links with the local community and the wider world. We will enable our learners to understand that while different people may hold different views about what is ‘right’ and ‘wrong,’ all people living in England are subject to its law. The ethos and teaching of our school, which we will make parents aware of, will support the rule of the English civil and criminal law and we will not teach anything that undermines it. In our teaching about religious law, we will take particular care to explore the relationship between state and religious law. Our learners are made aware of the difference between the law of the land and religious law.

There are areas within the PSHE curriculum that lend themselves to aspects of education and anti-bullying are highlighted. Teaching strategies include drama, especially role play, discussion, circle time, and thinking and listening skills. One of our challenges is to not only teach children to help themselves, but to teach children to help each other. Children recognised for such achievements will be publicly rewarded by the Head of School and given positive house points.

**Behaviour Reward system** – Children are rewarded house points when they are seen demonstrating any of the Virtues and other acts of kindness towards someone else. These are given out by all members of staff throughout the school day as stated in the Behaviour and Relationship Policy 2023-2024.

All staff (including lunchtime supervisors) in our school have high expectations of the children with regards to behaviour and they strive to ensure that all children behave to the best of their ability.

We uphold the ethos of equity, consistency, respect and understanding. In particular, the lunchtime supervisors will commit to the following responsibilities in collaboration with the children:

- to listen, to help, to look out for, to treat kindly, to teach fun games and to organise activities.
- to help solve disagreements at playtimes without the need for teacher/other adult intervention.
- to reward children with positive reward behaviour points in line with the behaviour reward system.

**School Council** – will be instrumental in not only developing the policy but also in putting the policy into practice once the academy is more established. They will reflect the views of their peers and provide further channels of communication for children.

**Display work** – throughout the year displays will be renewed on a regular basis to reflect bullying issues.

**Outside agencies** - certain professional bodies will be invited to speak to the children, such as the Tamworth Street Warden from the Turnaround Team, Police, Barnardos, NSPCC, as the opportunities arise.

**Circle Time** - these activities will regularly provide channels of communication and forums for discussion and solutions for the children. These will be further reinforced by an adult who is the Designated Well-being Champion.

**Anti-bullying Week** - during this week there will be a whole school focus on issues related to bullying and anti-bullying' The theme of united against bullying also emphasises the importance of working together and celebrating difference. This can be used to reinforce a culture of inclusiveness and acceptance with our school culture. Children will work with other Trust schools to reinforce unity through working with others and respecting all individuals.

**Physical Environment** - bullying can take place both inside and outside of school. All staff are aware of the limitations of the environment and places where children are expected to be more independent.

Environments both inside and out need to offer children:

- safety;
- engaging activity
- access to adults for immediate help.

Staff are aware of potential 'danger spots' around the building such as the toilets. The children themselves most importantly are made aware of these as well as strategies for maintaining their own personal safety by their class teacher.

## **The Role of Governors**

- The Local Governing Board and the Fierté Trust Board support the Head of School in all endeavours to eliminate bullying from Anker Valley Primary. The Local Governing Board and the Fierté Academy Trust will not make any allowances for bullying at all, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately and in line with policy.
- The Local Governing Board monitors incidents of bullying that do occur and review the effectiveness of this policy regularly. The Governors require the Head of School to keep

accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school antibullying strategies.

- A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to investigate the matter. The Local Governing Board must respond in writing within ten days to any request from a parent to investigate incidents of bullying.
- In all cases the governing body notifies the Head of School and asks him/her to conduct an investigation into the case, and to report back to a representative of the Local Governing Board.

## **The Role of the Head of School**

- It is the responsibility of the Head of School to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to identify and deal with incidents of bullying.
- In the first instance, the class teacher is responsible for the implementation of the school anti-bullying strategy. He/she will take note of any isolated cases of name calling or physical or verbal incidents against any particular child. If it becomes apparent that a child is becoming systematically and repeatedly targeted, then the Head of School will be informed. The Head of School will then note any other incidents that may take place between the child and his/her peers. If a child is being bullied over a period of time, then the Head of School will inform the parents of the children concerned following the school behaviour policy in line with this.
- The Head of School ensures that all children know that bullying is wrong, and that it is unacceptable behaviour at Anker Valley Primary Academy. The Head of School draws the attention of children to this fact at suitable moments, for example, if an incident occurs, the Head of School may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and reflection on ethical behaviour and consequences of actions. This links to the values of the academy, Behaviour and Relationship Policy and Equality Policy where children recognise, respect, and celebrate diversity.
- The Head of School ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying on a regular basis.
- The Head of School sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school family, bullying is far less likely to be part of their behaviour.
- The Head of School reports to the Executive Headteacher and Local Governing Board about the effectiveness of the Anti-Bullying Policy termly through the Headteacher's report.

## **The Role of the Teacher and Support Staff**

- All the staff at Anker Valley Primary Academy take all forms of bullying seriously and seek to prevent it from taking place.

- Teachers keep a record of all incidents that happen in their class (on My Concern) and that they are aware of in the school. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Head of School. Teachers and support staff do all they can to support the child who is being bullied.
- When any bullying is taking place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his/her action was wrong and that child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in bullying other children, the Head of School will be informed. The child's parents will be invited to the school to discuss the situation. In more extreme cases, for example, where these initial discussions have proven ineffective, the Head of School may contact external support agencies, such as the social services.
- All members of staff routinely attend training, which equips them to identify bullying and to follow School policy and procedures regarding behaviour management.
- Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practice the restraint required to avoid lapsing into bullying behaviour. Circle time, class rewards and Family assemblies are used to praise, reward, and celebrate the success of all children, and thus to help create a positive atmosphere.
- The Head of School has a record of an incidents/complaints of bullying including cyber bullying on My Concern. This record is updated as and when complaints occur. Any incidents are communicated to the Local Governing Board and Trust Board on a termly basis.

## **The Role of Parents**

- Parents have opportunities to engage with staff about how we deal with 'bullying' and increase their awareness through discussion.
- Parents 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 child's class teacher immediately. If they are not satisfied with the response, they should contact the Head of School. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the Anker Valley Primary Academy Prospectus.
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.
- Parents can also complete a form where their concerns can be highlighted (see Parent/Carer Record of concern related to a suspected bullying Incident form below- Appendix 1)

## **The Role of Pupils**



- Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know including school leaders and trusted members of staff.
- Pupils are invited to tell us their views about a range of school issues, including bullying, pupil questionnaires and pupil conferencing, and through the Pupil Leadership Team.
- Our Pupil Leadership Team, Play Leaders ensures that the pupil voice regarding keeping safe/ bullying is heard on a regular basis through monitoring activities. (Collaborative Monitoring, Strategic Peer Reviews, or Surveys).
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## **School Behaviour Policy**

Anker Valley Primary Academy has a Behaviour and Relationship Policy, which underpins the rules of conduct for pupils before and after school as well as during the school day. In addition, the policy states the process/procedures undertaken to report and prevent bullying.

A copy of the Behaviour and Relationship Policy is available online. A hard copy can also be requested through the Anker Valley Primary School Office.

## **Bullying outside of school**

The Head of School has the legal power to make sure pupils behave outside of school premises (state schools only). This includes bullying that happens anywhere off the school premises, for example on public transport or in a town centre.

School staff can also choose to report bullying to the police or the local authority.

## **Where to get further help or advice**

There are lots of organisations that provide support and advice if you are worried about bullying:

- [Anti-Bullying Alliance](#)
- [Bullying UK](#)
- [Childline](#)
- [The Diana Award](#)
- [Internet Matters](#)
- [Kidscape](#)
- [The UK Safer Internet Centre](#)
- [UK Council for Child Internet Safety \(UKCCIS\)](#)

**Appendix 1**

**Parent/Carer Record of concern related to a suspected bullying Incident**

**Date(s) of Incident(s):**

**Name of child:**

**Class:**

**Name of parent/carers:**

**Brief summary of Concern (include details of any related incidents)**

**Action Requested:**

This form is to be returned to Mrs. Horlor, Head of School

E-mail: [nhorlor@ankervalley.org](mailto:nhorlor@ankervalley.org)