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Anti-Bullying Policy for

Houldsworth Valley Primary Academy, part of the Unity Schools Partnership.

This policy should be read in conjunction with: Houldsworth Valley Primary Academy’s Behaviour Policy

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| Date of Review: | September 2024 |
| It was ratified by the Houldsworth Valley Primary Academy Local Governing Body on: |  |
| Date of next Review: | September 2025 |

At Houldsworth Valley Primary School, we pride ourselves on providing a centre of learning excellence that is based on positive relationships. Through these, children’s curiosity about the world is ignited and a passion to pursue opportunities is unleashed. However, we recognise that bullying, especially left unaddressed, can have a devastating effect on children’s ability to flourish, creating a barrier to learning and have serious consequences for mental health and well-being. By effectively preventing and tackling bullying, our school can help to create a safe, disciplined environment where children are able to learn and achieve.

**Aims:**

It is a primary aim of our school that every member of the school community is respected, supported and valued. The aim of this policy is to prevent and tackle all forms of bullying by developing a school ethos in which bullying is regarded as unacceptable. We aim to:

• Create a safe and secure environment where all can learn without anxiety.

• Provide a consistent school response to any bullying incidents that may occur.

• Make all those connected with the school aware of our opposition to bullying and make clear each person’s responsibilities with regard to the prevention of bullying in our school.

**Definition of Bullying:**

At Houldsworth Valley, we consider bullying to be pre-meditated ‘behaviour taken by an individual, or group, repeated over time, which intentionally hurts another individual or group, either physically or emotionally’ (DfE ‘Preventing and Tackling Bullying, July 2017’).

Bullying can also include unacceptable behaviours online. This policy covers all types of bullying including:

• Bullying related to age; disability; gender reassignment; race; religion or belief; sex; or sexual orientation

• Bullying related to SEND (Special Educational Needs or Disability)

• Bullying related to appearance or physical/mental health conditions

• Bullying related to sexual orientation (homophobic bullying)

• Bullying of young carers, children in care or otherwise related to home circumstances

• Bullying via technology, known as online or cyber bullying

**Responsibilities:**

***The Role of Governors***

Governors have a critical role in supporting the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governors Igniting Curiosity | Shaping Futures Page 3 of 14 do not tolerate bullying in our school, and that any incidents of bullying which occur are taken very seriously and dealt with appropriately.

***They should:***

• Monitor the incidents of bullying, and review the effectiveness of the school’s policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors, on request, about the effectiveness of school anti-bullying strategies.

• Respond within ten days to any request from a parent/ carer to investigate incidents of bullying. In all cases, the Governing Body should notify the Headteacher and asks them to conduct an investigation into the case and to report back to a representative of the Governing Body.

***The Role of the Headteacher***:

It is the responsibility of the Headteacher to implement the school anti-bullying strategy, to ensure that all staff (both teaching and non-teaching) are aware of the policy and know how to deal with incidents of bullying.

***The Headteacher should:***

• Report to the Governing Body about the effectiveness of this policy on, request.

• Ensure all staff understand how to respond to an allegation of bullying (Appendix 1) and their role in this.

• Ensure all staff are aware that bullying can be perpetrated by all children and that no child deserves to be bullied, whatever their behaviour or demeanour.

• Ensure the Response to an Allegation of Bullying (Appendix 1) is carried out, with specified recording and communication taking place. The logbook of reported incidents and the actions taken will be held in a central location.

• Ensure all children know that bullying is wrong, and that it is unacceptable behaviour in this school. Children are clearly taught what constitutes bullying and what to do if they observe it happening, or are a victim themselves. If an incident occurs, children know that they must tell someone about it and should be confident that something will be done about it.

• Set 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, bullying is far less likely to be part of their behaviour.

***The Role of Teaching and Non-Teaching Staff***:

Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Whenever a member of staff is alerted to the fact that bullying may be taking place, the Headteacher must be informed. Where wider staff, especially LSAs, need to be made aware of children who are being bullied and of the perpetrator(s), in order to monitor behaviour in class and on the playground, then this will be done verbally by a member of the senior leadership team. When incidents of bullying are uncovered, the establishment of support groups for both the victim(s) and the perpetrator(s) may be required. This is likely to be led by an LSA or teacher with whom the child/ren feels comfortable.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

***The Role of Parents/ Carers:***  
Parents/ carers who are concerned that their child might be being bullied, or who suspects that their child may be the perpetrator of bullying, should contact their child’s class teacher or a member of the senior leadership team immediately.   
Parents/ carers have a responsibility to support the school’s Anti-Bullying Policy and to actively encourage their child to be a positive member of the school.   
  
***Online Bullying:***   
When responding to online bullying concerns, the school will:   
• Act as soon as the incident has been reported or identified.   
• Provide appropriate support for the person who has been bullied and work with the child who has carried out the bullying to ensure that it does not happen again (see Appendix 1).  
 • Encourage the child being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.  
 • Take all steps to identify the person responsible. This may include:

o Looking at school systems.

o Identifying and interviewing possible witnesses.

o Contacting the service provider and police, if necessary.

• Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:

o Sending reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to, or are unable to, delete content.

o Confiscating and searching pupils’ electronic devices, such as mobile phones, in accordance with the law.

o Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.

• Inform the police if a criminal offence has been committed.

• Provide information to staff and pupils regarding steps they can take to protect themselves online.   
  
***Supporting Adults:***   
  
At Houldsworth Valley Primary Academy, we take measures to prevent and tackle bullying among children, however, it is equally important to recognise that bullying of staff and parents/ carers, whether by pupils, parents/ carers or other staff members, is unacceptable. Adults (staff and parents/ carers) who have been bullied or affected will be supported by:

• Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the Headteacher.   
• Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.  
• Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the school’s behaviour policy.   
• Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.  
• Reassuring and offering appropriate support.   
• Working with the wider community and local/national organisations to provide further or specialist advice and guidance.  
  
***Education and Training****:*   
  
The school community will:  
 • Train all staff, including teaching and non-teaching staff (e.g. administration staff, support staff and site support staff), to identify all forms of bullying and take appropriate action, following the school’s policy and procedures (including recording and reporting incidents).   
• Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, School Council, etc.  
 • Provide systematic opportunities to develop pupils’ social and emotional skills, including building their resilience and self-esteem.   
  
***Monitoring and Review:***  
  
 This policy will be reviewed annually, and monitored by the governing body.