
Orchard Vale Community School Anti-Bullying Policy

September 2022



Orchard Vale Community School has a commitment to provide an effective anti-bullying culture. The behaviour policy works alongside the anti-bullying policy to reduce and identify clear strategies for disciplining children responsible for bullying and should be used when addressing any issues relating to bullying.

Definition

As taken from www.gov.uk 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 phone or online (for example email, social networks and instant messenger)

Aims

Orchard Vale Community School believe that bullying can have a negative and damaging effect on children including their mental wellbeing. As a school we believe the ethos of PRIDE supports the zero tolerance approach to bullying. We aim to produce a secure, safe and supportive environment where relationships are built on trust and mutual respect. This policy aims to produce a consistent attitude and response towards bullying. All staff, visitors and the wider community are aware of our zero tolerance to bullying and understand their personal and professional roles and responsibilities in regards to the whole issues of bullying. The school culture emphasises that all children and adults are valued and treated with respect.

With the development of this policy we hope that all children, staff and parents/carers will:

- feel confident that everything is being done to make school a safe and secure environment in which high quality learning can take place
- feel supported in reporting incidents of all types of bullying
- remember that all incidences will be listened to sensitively, with respect and that action will be taken.

Strategies and roles

Governors:

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The governors support the Headteacher and the senior leadership team in the employment of anti-bullying strategies. The governors require the Headteacher to keep accurate records of any incidences of bullying particularly those that are radically motivated, together with the action taken. The headteacher holds responsibility for reviewing the effectiveness of anti-bullying strategies annually alongside the support of the governors.

The Headteacher:

The Headteacher is responsible for implementing and ensuring that all staff (both teaching and non-teaching) are aware of the anti-bullying policy, the strategies and how to deal with incidents of bullying.

The Headteacher has the primary responsibility for ensuring that children have an understanding of bullying, are educated to know that it is wrong and that it will not be tolerated in school. This is delivered in a variety of ways such as:

- whole school and key stage assemblies
- awareness days
- PSHE lessons
- using the behaviour policy alongside the anti-bullying policy when dealing with specific incidences of inappropriate behaviour.

The Headteacher and senior leadership team have specific responsibility for developing the school ethos of PRIDE alongside reinforcing mutual respect, positive praise, trust and honesty. This makes incidences of bullying less likely and when children feel important and have a sense of belonging at school, bullying is far less likely to be a part of their behaviour.

Informal communications between staff and parents are undertaken immediately if a bullying incident arises. These incidences are investigated and where appropriate the incident is shared with members of staff where next steps and individual problems are discussed.

Teachers and Teaching Assistants:

There is a collective responsibility for discouraging and responding to any incidences of bullying. If acts of bullying are witnessed by staff they are to support the children involved and follow discipline procedures as stated in the school behaviour policy as well as involving the senior leadership team. Teachers and teaching assistants are also to record the incident and make their team leader aware. Parents will be involved for both the perpetrator and victim of the bullying incident.

Any continued or subsequent issue of individual bullying by a child will be dealt with by the Headteacher or senior leadership team. Any logged incidences are shared with the governor's, safeguarding governor and safeguarding leads in school.

Teachers act as positive role models and help to establish the climate of trust and mutual respect. We aim to use the restorative approach alongside positive praise to prevent bullying occurring.

Parents/carers:

Parents have a responsibility to support the school's anti-bullying policy alongside the behaviour policy and are actively encouraged to support their child to be a positive member of the school community.

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Parents who are concerned that their child might be being bullied or suspect that their child is a perpetrator of bullying they should contact the school to report the incident by:

- making a report in person to a member of the school staff
- contacting the school by phone and ask to speak to your child's class teacher, the Headteacher or a member of the senior leadership team
- emailing the school
- writing a letter

Complaints

If a parent/carer is unhappy with the outcome or action taken by the Headteacher in response to a bullying incident they have the right to make a formal complaint in line with the VENTRUS complaint policy.

<https://ventrus.org.uk/wp-content/uploads/2022/09/Ventrus-Complaints-Policy-2022-Final.pdf>

This policy is part of our commitment to safeguarding children. It should be read and interpreted in conjunction with the following policies and procedures that promote safeguarding:

- child protection policy
- safeguarding policy
- equality policy
- behaviour policy
- attendance policy

Review procedure

This policy was discussed with governors and staff representatives in October 2022 and presented to the governing body in November 2022. It will be subjected to a bi-annual review.

Policy approved by governing body November 2022.

This policy will be reviewed in November 2024