



**Viaduct Federation of Schools
Anti-Bullying Policy**

Approved at Full Governors on 21st November 2018

The aim of our anti-bullying policy is to ensure that children learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

All incidents of bullying will be dealt with swiftly. Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist, homophobic, offensive gender, disability or religion related remarks)
- Indirect (spreading rumours, graffiti, targeted vandalism, excluding someone from social groups)

Children who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Children at the Viaduct Federation of Schools are taught and encouraged to 'identify and speak out' approach to support them to identify and reject bullying. They are also made aware of adults and children (Student Council / Buddies / Play Leaders / Learning Mentors) that they can turn to and strategies for support.

Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among children and to bring these procedures to the attention of staff, parents and children.

Dealing with incidents of bullying

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- Incidents of bullying will be logged on pink slips and recorded on the pupil database
- Class teachers will be kept informed and if it persists the form teacher will advise the Executive or Associate Headteacher
- Parents/Carers will be informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

Children

Children who have been bullied will be supported (as appropriate) by:

- Offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
- Knowing they are heard and understood (restorative practices)
- Peer support (buddies / house captains)

- Mentor support
- Strategies for easy access to a 'safe' environment

Children who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Making reparations and apologies to the victim
- Informing parents or guardians to help change the attitude of the pupil
- Linking with school Learning Mentors and Pastoral support

The following disciplinary steps can be taken as deemed appropriate and sanctioned by the Executive or Associate Headteacher:

- Official warnings to cease offending
- Detention at break, lunch and potentially after school (on day agreed with parents)
- Withdrawal of privilege (e.g. extra-curricular clubs / fixtures)
- Exclusion from certain areas of school premises
- Exclusion from lunchtimes on site for a fixed period
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, class time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

This policy will be reviewed as part of a regular cycle and its implementation and effectiveness assessed. The policy will be promoted and implemented throughout the school.