



YAVNEH ACADEMY TRUST

ANTI-BULLYING POLICY

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This policy applies to both Yavneh College and Yavneh Primary School

1. Aim of the policy

The aim of the policy is to ensure that all pupils 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.

2. Definition of Bullying

“Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. name calling, racist remarks) or indirect (e.g. spreading rumours, excluding someone from social groups).

[DfES Circular 10/95] At Yavneh College and Yavneh Primary School, we also regard the spreading of hurtful remarks via electronic communication to be a form of bullying.

3. Principles

3.1 Every pupil has the right to feel safe and secure at school and on the way to and from school. Bullying not only deprives the victim of that right but disrupts the victim's educational progress and achievement. Bullying is therefore not tolerated at the school.

3.2 The school seeks to develop an environment in which all members of the school community, both children and adults, are encouraged to:

- treat everyone with kindness and respect
- act with thought and consideration to others
- behave courteously, being polite and helpful at all times
- be friendly and co-operative
- be honest and truthful
- treat property with respect

3.3 Within the curriculum the school will raise awareness of the nature of bullying through inclusion in PSHE and assemblies in an attempt to eradicate such behaviour.

3.4 The school will teach pupils that bullying can occur in a variety of places and at any time. e.g.;

Anywhere in school e.g. corridors, toilets, dining room etc.

Playground - at lunchtimes and playtimes.

Classroom

After school

To and from school

On the internet

On mobile phones

Cyber bullying, misuse of social media, or bullying behaviour linked to people's protected characteristics (as stated in 2010 Equality Act) will not be tolerated.

3.5 Often, bullies themselves are or have been victims of bullying. They may also be unaware of the extent to which their behaviour is affecting their victim. This is acknowledged and catered for by the way in which bullies are initially dealt with.

3.6 Victims of bullying are the key to ending the bullying. Being a victim does not mean that you are powerless.

3.7 Bullies who fail to respond to the school's approach are likely to ultimately lose their place at the school.

3.8 Every member of staff and every pupil has a responsibility to prevent and end bullying. This is a 'telling' school which believes that exposing bullying helps both the victim and the bully.

3.9 All reports of bullying, no matter how minor will be investigated and dealt with initially by class teachers and then the Headteacher. In that way pupils gain confidence in "telling". This confidence factor is of vital importance as is assurance that privacy for the victim will be guaranteed as far as is possible.

3.10 Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns or lacking of concentration. Adults should be aware of these possible signs and should investigate if a child:

- Changes their usual routine
- Is unwilling to go to school
- Becomes withdrawn anxious, or lacking in confidence.
- Cries themselves to sleep at night or has nightmares
- Begins to do poorly in school
- Becomes aggressive, disruptive or bullies other children
- Stops eating or starts comfort eating
- Is frightened to say what's wrong

3.11 The school will take appropriate steps up to, and including, permanent exclusion in the case of a pupil, to prevent any members of either of the school communities, both adults and children, from:

- making unkind or offensive comments, including comments about people's appearance or ability/disability
- behaving in a racist, sexist or homophobic manner
- using foul or unacceptable language
- being rude or aggressive
- using physical aggression
- cyber bullying
- damaging property

NOTE:

Bullying can constitute harassment. Under *The Protection from Harassment Act 1996* this can constitute a criminal as well as a civil offence for which the individual can be prosecuted.

This policy will be reviewed every one – two years or earlier if necessary.

Date: January 2018

Date of review: January 2020