

Anti-Bullying Policy

The Valley Community School



Reviewed by: Kevan Naughton - September 2026

Review Date: September 2027

Reviewed by	Section Number / Appendix Name	Date of Amendment
JL	No changes	September 2025
JL	P1. Protected characteristics added.	July 2026
JL	P4. Investigation and recording – change to how incident is recorded. Reports will be recorded directly on to CPOMs.	July 2026

The Valley Community School Anti-Bullying Policy

Introduction

We believe that everyone who comes to the Valley Community School each day is special, and as a result we must all strive to make sure that during their time spent here every single one of those special people feel safe, happy, cared for, valued, empowered and precious.

Aim

The aim of our policy is to ensure that any behaviour that does not make those at the Valley feel safe, happy, cared for, valued, empowered and precious will be considered unacceptable.

Definition of Bullying (including cyberbullying, prejudice-based and discriminatory bullying)

A definition of bullying

There is no legal definition of bullying, however our school definition of bullying is: Repetitive intentional hurting of one person or a group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

Bullying can take many forms (for instance, cyber- bullying via text messages or on social media and is often motivated by prejudice against particular groups, for example on grounds of race, religion, sex, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

The following are protected characteristics and our role in school is to ensure that students are protected from discrimination in relation to these both in-person and online. The protected characteristics are:

- age
- disability
- gender reassignment (transphobia)
- pregnancy and maternity
- race
- religion or belief
- sex
- maternity or civil partnership

At the Valley school we consider the following to be forms of bullying and as such unacceptable:

- Name calling (including unacceptable nicknames)

- Spreading rumours about someone
- Taking someone else's property
- Telling lies about someone
- Using threatening behaviour (blackmailing)
- Swearing
- Fighting
- Making fun of someone
- Homophobic or sexual bullying/name calling
- Laughing when: -
 - someone is hurt
 - someone is upset
 - someone gets in trouble
- Using other people's property without their permission
- Teasing
- Hitting, pushing, tripping up, kicking etc.
- Being rude
- Spitting
- Speaking Gujarati when others can't understand
- Rude gestures e.g. pulling your tongue out
- Not being listened to
- Taking someone's friends away and leaving them on their own

Reporting of a bullying incident:

Please note all logged incidents held centrally are confidential and must not be disclosed. Only teachers should access and use logging information

All staff have a **duty to report** allegations of bullying incidents. The incident should be reported to the teacher of the child making the accusation in the first instance.

The allegation needs to be initially investigated by the class teacher

If this a single reported incident it should be recorded as such (as behaviour); this would normally involve name calling, threats or physical intimidation

All information should be passed onto the child's next class teacher as pastoral records

All incidents of bullying at lunchtime should be passed to class teacher with the relevant details and information

****Please refer to behaviour policy for suitable sanctions ****

Investigation and recording

The class teacher will investigate all reported incidents. If there has been **more than** one report for the same child (perpetrator on victim) within the academic year, that has resulted in physical harm, left the child visibly upset or has been reported by parents as having an effect on home life, then a full investigation must take place by the class teacher.

Follow the steps:

Complete investigation by listening to the child reporting the incident and speak to other children involved, gathering witness statements, where appropriate

Upload onto CPOMs (including any attachments)

Ensure all sanctions, and follow up action, follow the school's behaviour policy.

Report results to parents of both the victim and perpetrator

Provide follow up support/intervention for victim/perpetrator, as required

Senior Leadership Team

On weekly basis the Deputy Head responsible for "Pastoral Wellbeing" monitors all incidents on CPOMs and reports back to the Head teacher.

Bullying incident numbers will be reported termly to the governors as part of curriculum committee meetings and at FGB (full governing board) meetings.

Appendix 1

Procedure for Reporting and Responding to Bullying Incidents

If you feel you (pupils) or your child are being bullied the following steps should be followed:

- Step 1 –** Speak to the class teacher, School Council (anti-bullying drop-in) or put a note in the Worry Box (KS2), tell a member of staff (KS1).
- Step 2 -** The class teacher will then investigate the concern (at this point the matter may be resolved).
- Step 3 -** If the class teacher cannot solve the problem they will involve a member of the senior leadership team.
- Step 4 -** If the incident is deemed to be bullying, parents will be contacted.

We will ensure that all reported incidents of unacceptable behaviour are dealt with. This includes homophobic bullying and protected groups.

(These procedures are displayed around school so that children know how to report incidents of bullying).

Those children whose behaviour is unacceptable and those children who feel they have suffered from an incidence of unacceptable behaviour will be given help and support.

Incidences of bullying will be recorded, but will be confidential.

Appendix 2

Strategies for the prevention and Reduction of Bullying

To reduce and prevent bullying in school we have:

- A comprehensive approach to teaching about bullying through the Jigsaw Scheme of work ('Celebrating Differences' and 'Relationships' puzzles)
- The Worry Box (where children can write down their concerns in confidence).
- Anti-bullying 'drop in' sessions half termly.
- The Valley School Council, who: report any concerns to Mrs Leonard (School Council lead), deliver anti-bullying drop-in sessions and are known to their classes as someone they can talk to if they have a problem

- Class based assemblies (when bullying issues can be discussed)
- The School Council meetings (when bullying issues can be discussed)
- The Star of the Week Award (which recognises good behaviour and kind deeds)
- The Head teacher's tea party is an opportunity to identify any issues and promote positive behaviour and anti-bullying throughout school.

Finally:

The Governors, Headteacher, teaching staff, non-teaching staff, parents and pupils of the Valley Community school all need to take responsibility for their own behaviour and look after each other, in order that we can make the Valley School a very special place to be for all the very special people who come here.

Equal Opportunities and Inclusion statement

“The school is committed to ensuring every child irrespective of race, gender, ability and disability, culture and religion achieves the absolute maximum potential.”

Community Cohesion

“The school sees community cohesion as being implicit in everything that the school does in developing well rounded and knowledgeable individuals who not only tolerate the views of others but value the importance of diversity”

Devised by Mrs J Leonard (Deputy Head)
Pastoral lead: Reviewed by governors annually

