



Ashwood Park Primary School

Anti-Bullying Policy

September 2016

Responsibility	Headteacher
To be reviewed	Annually

Introduction

At Ashwood Park Primary School we aim to develop a sense of responsibility in children, both for themselves and each other. The responsibility for preventing and dealing with bullying is a collective one.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

At Ashwood Park Primary School we agree with Anti-Bullying Alliance's definition of bullying:

"Bullying is the repetitive, intentional hurting of one person or 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 through cyberspace."

We believe that bullying behaviour can be long-standing or short-lived, that it can take the form of actions or words, and that it can cause physical or mental pain.

The main types of bullying are:

1. physical (hitting, kicking, theft)
2. verbal (name calling, unkind words, teasing)
3. relational bullying (leaving people out, spreading rumours)
4. cyber bullying (on social media sites, messaging)
5. SEND related (targeting special education needs and disabled pupils)
6. sexist / transgender bullying (based on gender)
7. homophobic bullying (negativity related to being 'gay')
8. racist bullying (racist name calling)

We believe that all children have the right to be educated in a happy and caring environment, free from harm.

(Vulnerable pupils, e.g. SEND pupils, LAC, Pupil Premium, may be particularly susceptible to bullying and we endeavour to ensure they are protected from bullying behaviours).

At Ashwood Park Primary School we aim to fulfil this right by actively preventing bullying.

This policy links to the following policies: Behaviour, E safety, Acceptable Use

Recognising bullying

Pupils 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. Pupils are encouraged to report bullying promptly to a member of staff. All school teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in

accordance with school policy. If bullying is taking place outside the school premises, the school will support those affected as it impacts on well-being in school.

Preventing bullying

We aim to prevent bullying by

- Ensuring that all pupils have access to a broad, balanced and differentiated curriculum, as there are specific areas which promote pupil awareness of bullying. Children learn social skills and share in a curriculum that allows for co-operative learning, discussion and respect for different points of view. A curriculum that recognises achievement and strengthens self-esteem.
- Supervising pupils' at all possible times.
- Sharing concerns for others during assembly and promoting anti bullying regularly
- Holding discussions between children staff and parents so that potential problems are realised and dealt with promptly.
- Involvement of our learning mentors to work with vulnerable children.
- Training staff in school regularly to identify bullying and support those who may be being bullied as well as those displaying bullying behaviours.
- Train pupils to support their peers in the role of anti-bullying ambassadors,
- Develop an anti-bullying steering group, who lead the school's anti-bullying agenda
- Ensuring pupils adhere to the school's Behaviour Policy, displaying co-operation and support for their peers

Dealing with reported bullying issues

If parents think their child may be being bullied, they should contact their child's class teacher or Mrs Lister (DSGL)

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
- a clear account of the incident will be recorded and given to the deputy head/ headteacher
- all concerned will be interviewed and information recorded regarding the incident – the perspective and situation relating to the person who may be being bullied and the child displaying bullying behaviours will be sought
- class teachers will be kept informed and if it persists the class teacher will advise the appropriate SLT member/head.
- parents will be kept informed
- bullying incidents logs will be regularly analysed to establish patterns and ensure vulnerable pupils are safe
- punitive measures will be used as appropriate and in consultation will all parties concerned

Pupils

Pupils who have been bullied will be **supported** by:

- offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- reassuring the pupil by offering continuous support
- restoring self-esteem and confidence.

Pupils who have displayed bullying behaviours will be **helped** by:

- discussing what happened and establishing how they have not adhered to the school's Behaviour Policy
- discovering why the pupil became involved, establishing the wrong doing and need to change
- informing parents or carers to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending
- removing the pupil from play time and lunchtimes
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness.

The policy will be promoted and implemented throughout the school.

Police Involvement

Some types of bullying are illegal and should be reported to the police. This includes bullying that involves:

- violence or assault
- theft
- harassment and intimidation over a period of time including calling someone names or threatening them, making abusive phone calls, and sending abusive emails or text messages (one incident is not normally enough)
- anything involving hate crimes

Criminal law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

If headteachers feel that an offence may have been committed they should seek assistance from the police.

