

Ashleigh Primary School and Nursery, Wymondham

“We are all stars, Ashleigh makes us shine”



ANTI BULLYING POLICY

Persons Responsible – Headteacher and Governor for Safeguarding

Date of Policy: June 2019

Next Review Due: June 2021

Adopted by Full Governing Body

Signed

Date

Chair of Governors

Due consideration has been given to all children/adults/stakeholders with regard to the protected characteristics under the Equality Act 2010.

ANTI BULLYING POLICY

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and can affect anyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying can be defined in many different ways. The UK currently has no **legal definition of bullying**.

At Ashleigh we define bullying as “*being exposed, repeatedly and over time to negative actions on the part of one or more persons*”. Dan Olweus.

The three main types of bullying are:

- verbal (name calling, racist remarks, insults)
- indirect (spreading rumours, excluding someone from social groups)
- physical (hitting, kicking, theft)
- cyber bullying (social network sites, internet sites, mobile phones)

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, self-esteem, lacking concentration or becoming a school refuser. Pupils must be encouraged to report bullying in schools. Schools' teaching and ancillary 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 pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

At Ashleigh Primary School and Nursery we will take the following steps when dealing with incidents:

- if bullying of children or adults within school is suspected or reported to a member of staff, the Headteacher will be informed immediately, or in his absence to the Deputy headteacher
- a clear account of the incident will be recorded on the agreed incident form
- the headteacher will interview all concerned and will record the incidents
- relevant staff will be informed
- the situation will be monitored
- follow up appropriate actions will be taken: these could include separate playtimes, daily reviews, written apologies, discussion with parents
- parents will be informed if the incident is found to be bullying

- if allegations of bullying of adults in our immediate community are made which impact negatively on children in our care, these will be dealt with immediately by the member of staff who has been approached
- parents will be kept informed
- the bully and the bullied will be supported using a restorative approach.
- in the case of adults in the community the PSA may be referred to.

Pupils

Pupils who have been bullied will be supported through:

- an immediate opportunity to discuss the experience with a member of staff
- reassurance
- an opportunity to discuss events with the alleged bully, facilitated by a member of staff
- continuous support and monitoring
- encouragement of self-esteem and confidence.

Pupils who have bullied will be supported through:

- discussing what happened and why with an adult
- an opportunity to discuss events with the alleged victim
- establishing the wrong doing and need/strategies to change
- staff working with parents/guardians to support the pupil.

The Curriculum

To support anti bullying, promote positive behaviour and develop strategies for pupils the curriculum promotes an awareness of bullying and how to deal with it through PATHS, circle times, school council, assemblies and topic work as appropriate.

Monitoring, evaluation and review

This policy will be promoted and implemented throughout the school. It will be reviewed regularly to assess its implementation and effectiveness. This will be done through the agenda of the school council, through questions on the parents' annual questionnaire, and through the staff and governors' policy review program.