



Ashwell School

Anti-Bullying Policy

Introduction

Ashwell Primary School is committed to providing a safe, positive, valuing and inclusive environment for pupils, staff and parents/carers. The anti-bullying policy and practice plays an important role in this.

The following principles inform our anti-bullying approach:

- Bullying behaviour is in all circumstances unacceptable.
- All adults in the school community (staff, governors and parents/carers) are expected to present positive role models to children.
- Bullying is a shared problem and staff and parents will need to work together in partnership to resolve incidents.
- The safety and welfare of the children concerned will at all times be central to decisions about actions taken in response to bullying.
- Anti-bullying approaches will be consistent with the values of our community and preparing children for life in an inclusive society. These include incorporating an acceptance of and valuing of difference, the need to cope with difficult individuals and the role of forgiveness.
- When incidents have been dealt with, all parties should be supported and enabled to move on positively.

Definition

The following 3 dimensions collectively help us to define bullying behaviour

1. *Bullying is intentionally hurtful.*

It is the deliberate, unjustifiable and unprovoked use of aggressive behaviour. It includes actions that cause physical, emotional or mental hurt to the victim and actions that violate another person's freedom and rights.

2. *Bullying is a repeated experience.*

Being bullied is the experience of persistent or repeated anti-social behaviour. However, occasionally there can be single incidents which constitute bullying because of the fear and intimidation that projects beyond that initial incident.

3. Bullying also involves an inequality of power.

The person/s being bullied find it difficult to reject or deal with the offending behaviour, or those involved in the bullying behaviour have power over the victim. Some power imbalances can be subtle or build up over time, but more common examples include that they are bigger/stronger/older, have more friends, are more established in the school or care less about the consequences of their actions. Bullying behaviour can involve individuals or groups.

Examples of bullying include:

- *Verbal bullying* - such as mimicking, putting people down, saying unpleasant things about family, clothes or appearance, name-calling, anonymous notes and texts, blackmail, and deliberately embarrassing or humiliating others, posting nasty remarks on the internet.
- *Physical bullying* - such as hitting, hurting, hair pulling, pushing people around, kicking, deliberately disrupting work or play and extortion.
- *Indirect bullying* - such as spreading rumours, isolation, exclusion and getting others to be hurtful or unkind, forwarding hurtful texts, photographs or messages.
- *Psychological bullying* - such as intimidation, threats and looks to make another child feel uncomfortable or fearful.

The Role of Governors

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This statement makes it clear that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The Headteacher is required to keep records of incidents of bullying and to make reports to the Governors.

All initial requests from parents to investigate alleged incidents of bullying will be made to or referred to the teacher or the Headteacher. If a parent informs the Governing Body then they will notify the Headteacher and ask him/her to investigate. The Governors will report back to the parent, in writing within ten days

The Role of the Headteacher

It is the responsibility of the Headteacher to implement this policy and to ensure that all staff are aware of this policy and the procedures to be followed.

The Headteacher will ensure that all children know that bullying is wrong and unacceptable.

The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely.

Any incidents referred to the Headteacher will be logged and the Headteacher ensures that parents are informed, this may be through the class teacher. Parents may be asked to come

into school to discuss the situation. External agencies may be called in if the school cannot resolve the problems.

The Role of the Teacher and Other Staff

All staff in our school take all forms of bullying seriously and intervene to prevent incidents taking place.

If staff witness an act of bullying they do all they can to support the child who is being bullied and keep a record. If this is considered a serious incident or there has been a series of incidents, then after consultation with the class teacher and Headteacher, the parents will be informed.

If as teachers we become aware of any alleged bullying taking place between members of a class we deal with the issue immediately. We listen to both sides of the story to ascertain the truth. Then action may involve support for the victim and punishment for the perpetrator. We spend time talking to the child who has bullied; we explain why the action is wrong, and we endeavour to help the child change their behaviour in future.

The staff attempt to support all children in these cases and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children we aim to prevent incidents of bullying.

Ashwell Primary School follows the Social and Emotional Aspects of Learning (SEAL) scheme which is embedded across the whole school through our PHSE curriculum. The SEAL scheme supports children in learning about relationships, feelings and social skills and our weekly assembly themes often follow the SEAL topics being taught in class.

The Role of the Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support this policy and to actively encourage their child to be a positive member of the school.

Signed: *Lisa Hall*
Headteacher

Date: 28th January 2016

Review Date: January 2019

Signed:
Headteacher

Date: