



Anti-Bullying Policy

Adopted by Ashby Willesley Primary School on:	Date: 14 September 2022
This policy will be reviewed	As policies, procedures and regulations are updated.
Version	1.0

For the purpose of this policy, the 'Head Teacher' refers to the Executive Head teacher, Head teacher or Head of School.

At Ashby Willesley Primary School, we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is not tolerated at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly, appropriately and effectively. Everyone at Ashby Willesley Primary School accepts responsibility to prevent instances of bullying and, if any do occur, will deal with any incidents quickly and effectively.

Aims of the anti-bullying policy

- To ensure there is a consistent response to any bullying incidents that may occur
- To ensure governors, teaching and non-teaching staff, students and parents have an understanding of what bullying is.
- To ensure governors and teaching and non-teaching staff know what the school's policy is on bullying and follow it when bullying is reported.
- To ensure students and parents should know what the school's policy is on bullying and what they should do if bullying arises.
- To take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- To assure all stakeholders know that bullying will not be tolerated at Ashby Willesley

What is 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. It can happen face to face or online.' Anti Bullying Alliance 2022

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.' *Preventing and tackling Bullying – Advice for School Leaders, Staff and Governing Bodies (July 2017)*

Bullying can be, but is not limited to:

- **Emotional:** Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force
- **Physical:** Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- **Racist:** racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or sexually abusive comments
- **Homophobic:** focussing on the issue of sexuality -Homophobic, biphobic and transphobic (HBT).
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- **Cyber:** All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

At Ashby Willesley Primary School we recognise that **any** child can be bullied. We acknowledge that there are certain risk factors which will make the experience of bullying more likely :

Prejudice Related Bullying

Under the Equalities Act 2010 it is against the law to discriminate against anyone because of:

- age
- disability
- gender reassignment
- marriage or civil partnership (in employment only)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

These are called '**protected characteristics**'.

Other vulnerable groups include:

- bullying related to appearance or health
- bullying of young carers or looked after children or otherwise related to home circumstances

Why is it an important issue?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving. At Ashby Willesley Primary School we recognise the need to challenge bullying behaviour.

Strategies for Prevention

At Ashby Willesley Primary School we take preventative action to reduce the likelihood of bullying incidents.

These include, but are not limited to :

- Having 12 well embedded core values which amongst others, promote respect, friendship, kindness and empathy
- Promoting an ethos of good behaviour where pupils are expected to treat one another and the school staff with respect because they know that this is the right way to behave, both within school and outside the school gates
- Ensuring pupils have a clear understanding of how our actions affect others and are reinforced by staff and older pupils who set a good example to the rest through our PHSE, SCMC and RSE curriculum and openly discussing differences between people that could motivate bullying
- regularly evaluating and updating our approach to take account of developments in technology, for instance updating 'acceptable use' policies for computers
- implementing disciplinary sanctions with the consequences of bullying reflecting the seriousness of the incident so that others see that bullying is unacceptable
- working with other agencies and the wider community eg police, visitors, warning zone
- making it easy for pupils to report bullying so that they are assured that they will be listened to and incidents acted on – worry boxes around school, ELSA, trusted adults
- creating an inclusive environment where all children are valued and celebrated
- ensuring pupils understand the school's approach and are clear about the part they can play to prevent bullying

- Providing anti-bullying CPD to staff
- Ensuring parents know that bullying will be taken seriously and that they will be listened to

Staff Responsibilities

- To implement procedures to confront bullying of any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action and to refer to SLT as appropriate
- To share with parents of the victim and bully, incidents of serious and /or persistent bullying
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within school and relevant agencies when appropriate
- To promote the use of interventions which are least intrusive and most effective.

Procedures for dealing with any bullying incidents

When bullying incidents do occur, they will be dealt with quickly and in line with the school's behaviour policy. Procedures will reflect the seriousness of any incident so that others see that bullying is unacceptable.

Disciplinary measures will be applied fairly, consistently, and reasonably taking account of any special educational needs or disabilities that the pupils may have and taking into account the needs of vulnerable pupils.

1. Discuss the nature of the bullying with the 'target'. Listen and act.
2. Report to Head teacher or member or SLT if Head teacher is absent
3. **Always** investigate. – identify instigators/ witnesses
4. Interview witnesses
5. Discuss what has happened with the alleged instigator. Confront them with allegations and encourage them to tell the truth. Make it clear that this an investigation at this stage.
6. Make notes on what has been said by all parties

If the instigator owns up, then follow the procedures outlined below.

- Make it clear that bullying is not acceptable at Ashby Willesley Primary School and the impact it can have on others
- Apply appropriate sanctions in line with school's behaviour policy
- Record incident on CPOMs
- Inform parents of both the 'target' and the instigator
- Provide pastoral support if needed (for both parties)

If the allegation is denied :

- Investigate further
- If there is sufficient evidence that bullying occurred, apply appropriate sanctions in line with school's behaviour policy
- Record incident on CPOMs
- Inform parents of both the 'target' and the instigator
- If it is a racist incident record on SIMS
- Provide pastoral support if needed (for both parties)

Intervention - Support for the pupil who is being bullied

The nature and level of support will depend on the individual circumstances and the level of need and may include the following :

1. A quiet word with an adult they trust who knows the pupil well, listening to their point of view
2. Discussing with them what he/she would like school to do to make him/her feel safe. Follow this up by planned support e.g. named adult to talk to (this would usually be the class teacher or teaching assistant), home/school book.
3. Class Teacher/trusted adult to monitor on a regular basis to check child wellbeing
4. Ask other staff to monitor the situation either in class or by observing at playtimes/lunchtimes to ensure there is no repetition.
5. Inform all staff.
6. Referral to ELSA if needed
7. Signpost parents to <https://www.kidscape.org.uk/>
8. Complete a Common Assessment Framework referral if additional agency support is required
9. Refer a child to Child and Adolescent Mental Health Services (CAMHS).

It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case, the child engaging in bullying may need support themselves.

Adult Bullying

At Ashby Willesley Primary School we recognise that there are occasions where adults are bullies:

- Adult to child
- Adult to adult

Any instance of bullying is dealt with seriously.

Incidents should be reported to the Headteacher and investigated thoroughly by the Headteacher, and, if necessary the Chair of the Governing Body and if necessary union representatives. If proven appropriate action is taken following HR guidance.

All incidents will be recorded.

Bullying which occurs outside school premises

Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances.

This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it will be investigated and acted on.

The headteacher will consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will be informed.

While school staff members have the power to discipline pupils for bullying that occurs outside school, **they can only impose the disciplinary sanction and implement that sanction on the**

school premises or when the pupil is under the lawful control of school staff, for instance on a school trip.