

## **Astley Primary School** **Anti-Bullying Policy**

### **Rationale**

Everyone at Astley Primary School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists, the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

This document outlines how we make this possible at Astley Primary School.

### **Definitions of Bullying**

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone or even through technology such as name calling via social media.

The school works hard to ensure that all pupils know the difference between bullying and simply "falling out". We use the anagram 'STOP' which stands for several times on purpose to help children with this.

### **Actions to Tackle Bullying**

Prevention is better than cure so at Astley Primary we are vigilant for signs of bullying and always take reports of incidents seriously. We use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff. We use a whole school slogan of T-E-L-L, TELL to help reinforce this.

All reported incidents of bullying are investigated and taken seriously by staff members. A record will be kept of incidents. The class teacher of the victim will be responsible for this and may be required to give a copy of report and the

action taken to the Headteacher. To ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying should be reported to the Headteacher. If bullying includes racist or homophobic abuse, then it should initially be reported to the Headteacher to be recorded in the Incident Book.

Upon discovery of an incident of bullying, we discuss with the children the issues appropriate to the incident - and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult tries to remain neutral and deliberately avoids direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil is given an opportunity to talk, and the discussion remains focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that are applied if more than one pupil is involved in bullying another. Role-play and other drama techniques are used, as well as Circle Time. These are held regularly and are an effective way of sharing information and providing a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. They can also be used just within the affected group to confront bullying that already exists.

Our whole school event, Antibullying week along with focused e-safety days promote the ways of dealing with bullying in school and online.

### **Parental Involvement**

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from school). A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours.

Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer.

We believe that one case of bullying is one case too many and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. Where necessary we have and will call on outside resources such as the Behaviour Support Service.

Signed: E Harrold

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