



Anti-bullying Policy

Governor approval	Next review	Responsible Person
September 2021	As required	Assistant Headteacher

The purpose of this policy:

- To ensure all staff, children and their families can identify bullying and know what steps to take should it occur/be suspected
- to prevent bullying from happening between children at Ashdene
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, children and their families about what we should all do to prevent and deal with bullying

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 be verbal, physical or psychological. It can happen online or face to face.

At Ashdene, we are clear about the differences between *relational conflict* and *bullying*.

Relational conflict usually involves individuals and groups who are relatively similar in power and status. It is generally behaviour which happens occasionally, and offence might be accidental.

In cases of relational conflict, there is also generally a willingness to make things right, to reflect on what went wrong and to try and plot a way forward

Not all conflict leads to bullying, but some does. It is important to bear in mind that unresolved bad feelings, or relationship problems left unaddressed can be the start of a pattern of behaviour in which the intention is to cause harm or distress, and can create an imbalance of power which makes an individual or group more vulnerable.

We use the acronym **STOP** to help children understand whether behaviours are bullying or relational conflict:

Several Times On Purpose

Preventing Bullying

Ashdene Primary School aims to create an environment which makes it clear that bullying behaviour is unacceptable. We endeavour to provide an atmosphere of tolerance and care for others, where children learn to take account of the consequences of their actions, particularly on other children and to develop respect for other children's rights and belongings. This is done by making clear our positive expectations of how children should behave and their responsibilities as school (and global) citizens.

Strategies used:

- Weekly PSHE lessons taught through the Jigsaw scheme of work from EYFS to year 6 to educate children about bullying. Activities include: reading stories, drama/ role play, discussing scenarios and class discussions.

- No Outsiders sessions taught from EYFS to Year 6 every half term to teach children about accepting and celebrating differences including: gender, race and sexual orientation.
- The Relationships and Sex Education curriculum to teach children about healthy relationships.
- Using assemblies to reinforce key messages around anti-bullying, including participation in Anti-Bullying Week.
- Undertaking regular pupil voice to monitor the effectiveness of the anti-bullying policy.
- Having a whole school charter where a set of rules are agreed.
- Raising awareness of cyber bullying through our computing curriculum and e-safety activities.
- The use of play leaders as peer support on the playground.
- Support around relational conflict to prevent escalation and/or subsequent bullying.
- Clear guidance on appropriate physical boundaries and education for all ages on consensual touch.
- Group/individual Learning Mentor support available for any individual who is experiencing difficulties.
- Oversight and regular review of playground provisions.
- Using praise and rewards to encourage and reinforce good behaviour.
- Implementing sanctions and restorative approaches to correct undesirable behaviours.
- Encouraging the whole school community to model appropriate behaviours towards each other.
- Training for all staff including midday assistants.
- Building strong relationships with children allowing them to speak openly to trusted adults.
- Monitoring of incident logs to pro-actively identify potential need and appropriate response.
- Information, including school policies and external agency resources, are shared with children and parents via a range of methods, including the school website and parent newsletter.

Staff are alert to the possibility of the occurrence of bullying. They encourage children to discuss any such problems and listen sympathetically when they do. Children are positively encouraged to inform teachers if they feel that they are experiencing bullying.

Reporting bullying

All staff will respond calmly and consistently to all allegations and incidents of bullying. Reports will be taken seriously by staff and dealt with impartially and promptly. All those involved in an incident will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. Staff will also be vigilant to noticing changes in behaviours and attitudes which might indicate a child is experiencing bullying.

What can children do if they are being bullied?

- Tell someone that they can trust – it can be a teacher, a teaching assistant, midday assistant, a parent, a friend, or a relative.
- Tell themselves that they do not deserve to be bullied and that it is wrong.
- Write down the problem and give it to someone they trust/use a class worry box.

What can children do if they know someone is being bullied?

- Take action! Watching and doing nothing may suggest that they agree with what is happening. This is sometimes known as silent approval.

- If they feel they cannot get involved, they should tell an adult immediately. Staff will deal with the bullying without getting them into trouble.

All staff have received training in anti-bullying and will listen carefully to all views.

The school will record allegations of bullying on CPOMS, our electronic recording system; this information will be shared with all senior leaders.

Responding to bullying

Please note, this is not an exhaustive list: the school may use other strategies, where appropriate, dependent on the situation.

STEP ONE: Secure the safety of those involved

- Ensure the victim(s) is and feels safe.
- Report all bullying allegations and incidents to relevant adults (a nominated adult, usually the class teacher, and/or a member of the senior leadership team, who will conduct a full investigation).

STEP TWO: Stop the behaviour reoccurring

- Listen and speak to all children involved separately.
- The member of staff will talk to and listen to the suspected victim and any witnesses, making sure that the children feel safe to talk.
- The member of staff will talk to the child(ren) accused of bullying behaviours about what has happened to discover why they became involved. They will make it clear that bullying is not tolerated at Ashdene Primary School.
- Staff will reinforce to the child(ren) responsible that their behaviour is unacceptable.
- The problem will be identified and possible solutions discussed and agreed upon. These solutions may include an apology and/or the use of sanctions in line with the school's behavior policy.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- If possible, the pupils will be reconciled.
- An attempt will be made, and support given, to help those responsible to understand and change his/her/their behaviour.
- Details of the incident and the school response will be recorded on CPOMS.
- Parents will be informed where appropriate.
- After the incident has been investigated and dealt with, each case will be monitored to reduce the chance of recurrence.
- Where necessary, a referral may be made for those involved to work with our Learning Mentor.
- Environmental changes (i.e. to classroom, lunch hall and/or playground spaces) will be made if necessary to ensure that the reporting child feels secure.
- Where necessary, outside agencies may be involved.

STEP THREE - Whole school learning

In the event of a case of bullying, the school's leadership team will reflect on the following:

- What has this incident taught us?

- Does this show us that we have any issues in school? (E.g. do we have an issue with language in school or an area within the school which needs more adult supervision?)
- Do staff need any further training?
- Does the school policy need to be refreshed?
- What other actions might now be needed?

Any identified issues will be addressed and resulting actions included in the school's records.

By taking the measures outlined above, we endeavour to deal positively with any incidents of bullying which may occur in school. We are a telling school. There is no sure, certain or quick 'solution' to bullying but by encouraging children to speak out and by showing that we take it seriously, we help to create an atmosphere in which bullying cannot flourish.

Bullying and Keeping Children Safe

At Ashdene Primary School, we take bullying extremely seriously and understand that bullying can be a form of peer-to-peer abuse. Our safeguarding policy should be read in conjunction with the anti-bullying policy, for example, if a child has been sexually assaulted or if a child has been subject to threats of harm.

Bullying and Discrimination

Ashdene Primary School promotes inclusion and diversity and will take action to eliminate behaviour that is disablist, racist, faith-targeted, homophobic, transphobic, racist and/or otherwise discriminatory.

Training

All members of staff have completed the following training units 1-7. This covers the following information:

1. What is bullying
2. Bullying and the Law
3. Bullying and SEN/disability
4. 10 principles to reduce bullying
5. Preventing bullying
6. Responding to bullying
7. Cyber bullying (Online bullying)

As part of induction, all new staff must complete sections 1-7 of the training and submit completion certificates with the induction checklist.

[CPD online training - anti-bullyingalliance.org.uk](https://www.anti-bullyingalliance.org.uk)

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Act Against Bullying 0845 230 2560 www.actagainstbullying.com

Anti-bully www.antibully.org.uk

Anti-Bullying Alliance (ABA) 0207 843 1901 www.anti-bullyingalliance.org.uk

Anti-bullying Network 0131 651 6103 www.antibullying.net

Beatbullying 0845 338 5060 www.beatbullying.org.uk

Bully Free Zone 01204 454 958 www.bullyfreezone.co.uk

Bullying Online 020 7378 1446 www.bullying.co.uk

Childline 0800 1111 www.childline.org.uk

Kidscape 020 7730 3300 (general enquiry number) 08451 205 204 (helpline for adults only)

www.kidscape.org.uk

NSPCC 0207 825 2500 www.nspcc.org.uk

Parentline Plus 0808 800 2222 www.parentlineplus.org.uk