Anti Bullying Policy

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Introduction and Aims

Albrighton Primary School and Nursery is committed to promoting equality, diversity and an inclusive and supportive environment for its children and staff and affirms the rights of individuals to be treated fairly and with respect. We recognise that the most effective way of minimising bullying is to provide a positive, atmosphere of, respect, kindness, responsibility and friendship, through the ethos of the school and our key school values. Every child and member of staff at Albrighton Primary School and Nursery should be valued and be able to learn and work without anxiety or fear from bullying.

Bullying is unacceptable at Albrighton Primary School and Nursery and as such we aim to:

- develop a school ethos in which bullying is regarded as unacceptable and where everyone has a responsibility to be proactive in ensuring that bullying is challenged and reported;
- provide a safe and secure environment in which all can learn and work without anxiety, humiliation, harassment, oppression or abuse;
- respond effectively to any bullying incidents that may occur;
- ensure all children, parents, staff, governors and others connected with the school are aware of our opposition to bullying and know that appropriate action will be taken if bullying occurs;
- ensure that everyone takes responsibility for the prevention and elimination of bullying in our school.

Vulnerable Groups

Within our school community we have a number of pupils who may be considered more vulnerable to bullying on the basis of their perceived difference from others. These vulnerability factors may include race and ethnicity, emotional vulnerability, EAL and communication needs, disability, learning needs and those looked after children.

As a school we have identified individuals within these groups and ensure this information is shared with staff. Careful monitoring ensures that these children remain safe at all times and SLT review any changing circumstances or particular needs for individuals on a weekly basis. Additional support is also available from the learning mentor and year 6 ambassadors for these children at play and lunch times.

What is Bullying?

We recognise that perceptions of what constitutes bullying behaviour can vary between individuals and recognise the importance of a whole school community definition that we share regularly.

Bullying is not a single incident but rather an accumulation of many small incidents, each of which, when taken in isolation and out of context, can seem trivial. There are many definitions of bullying, but most have three things in common:

- **it is deliberately hurtful or threatening behaviour;**
- **it is repeated over a period of time;**
- **it is difficult for those being bullied to defend themselves as there is an imbalance of power.**

As a community we have worked together to clarify and develop a shared understanding of what constitutes bullying behaviour.

Our shared definition states that we believe that bullying is,

"The persistent and continued intimidation and/or abuse (either verbal, physical or via social media) carried out deliberately by an individual or group with the intended purpose of harming another individual over time".

Our understanding of bullying and the strategies we adopt to prevent its occurrence are kept high profile in school through our school values and the way they remain an inherent part of the daily life of the school, through assemblies, class discussion and PSHE sessions, curricular provision which promotes equal opportunities, the involvement of the Children's Safeguarding Board, School Council, Learning Mentor and Year 6 Ambassadors and through regular updates and communication with parents and Governors.

Bullying can take many forms, but the main types are:

- **physical – for example, hitting, kicking, taking belongings;**
- **cyber bullying (see eSafety Policy);**
- **verbal – for example, name calling, insulting, unkind or discriminatory remarks;**
- **social – for example, spreading nasty stories about someone, excluding someone from social groups, tormenting, staring, threatening gestures;**
- **a combination of the above – for example extortion (forcing someone to give up money or belongings) or intimidation (making someone frightened because of threats).**

Any of these may also have contexts that discriminate in relation to race, ethnicity, sex, sexual orientation, SEN or disability (see Equality and diversity policy). At Albrighton Primary School and Nursery, we have to be particularly aware of the complications inherent in the behavioural repertoire of people with learning difficulties and/or disorders affecting social behaviour such as ASD and Autism.

Other behaviours may also occur, which cause harm (sometimes unintentionally) to individuals without constituting bullying. We recognise the importance of developing clarity around this distinction to ensure that all incidents are resolved appropriately and effectively. Examples of this behaviour include:

- **harm caused accidentally;**
- **minor disputes;**
- **occasional friendship difficulties;**
- **a dispute between two children (both unkind to each other, no imbalance of power);**
- **occasional loss of temper / angry responses to an incident;**
- **teasing / making jokes where there is no intention to upset another individual.**

These incidents will be resolved using a restorative approach where all parties involved are able to discuss the incident in order to reach an agreement, which is acceptable to all individuals involved and which enables them to accept responsibility for their own actions and consider how to avoid the same situation in future. They may still take time to resolve and involve adult support.

Cyber Bullying

Our school community has a clear awareness of the risks posed to pupils from cyber bullying and recognises the shared responsibility we have to ensure its prevention.

We recognise that cyber bullying can:

- be conducted in a variety of different ways including via mobile phones, social media sites and the internet;

- be carried out anonymously and/or by people completely unknown to the receiver;
- be carried out by people of all different ages;
- be carried out at any time of day or night;
- sometimes be unintentional, e.g. becoming the mistaken recipient of a message.

To prevent cyber bullying the school will:

- regularly promote awareness of the risks of cyber bullying and safe practices when using technology through regular assemblies throughout the year;
- ensure that the Computing Curriculum teaches children how to recognise cyber bullying and how to use ICT safely through a specific e-safety strand and as an integral part of any teaching and learning for ICT, this is embedded in practice;
- ensure that any related policies, including the "Acceptable Users Policy" make specific reference to anti-bullying procedures;
- ensure that any mobile phones brought onto the premises by pupils are kept in the school office;

Should any incidents or suspected incidents of cyber bullying occur, they will be dealt with following the procedures outlined in this policy and will be logged by the Deputy Head/Headteacher and the class teacher on the CPOMS system.

Rights and Responsibilities

The **Headteache**r is responsible for:

- overall monitoring of bullying and the Anti-Bullying Policy within the school;
- dealing with incidents of bullying between adults;
- If necessary share issues with all parents particularly if it involves incidents outside of school;
- following up any situations not satisfactorily resolved in the view of the SLT member, parent or any concerned member of staff.

SLT members are responsible for:

- keeping records of any incidents of bullying observed, disclosed or suspected on cpoms;
- informing the member of the SLT responsible for supporting their class of any incidents of bullying observed, disclosed or suspected;
- liaising with parents regarding concerns over bullying;
- implementing any sanctions or behaviour management programmes agreed with a member of SLT to support the victim to develop strategies for coping or the bully to change their behaviour.

All **teaching staff** members are responsible for:

- educating children about what bullying is and what to do if it happens to them or someone they know;
- remain vigilant at all times;
- creating a safe space where all children feel confident to talk when they need to.

It is the right of every child and member of staff at Albrighton Primary School and Nursery to:

- feel safe from verbal, mental and physical abuse on their way to and from school and whilst in school;

- be addressed by their correct name;
- not have their feelings hurt about the way they look or sound;
- not be subjected to derogatory name-calling, insults, racist jokes, discussions, ridicule and abuse.

It is the responsibility of every child (if they are able to) and member of staff at Albrighton Primary School and Nursery to:

- communicate to someone if any of their rights are being abused;
- communicate to someone if they have observed someone else's rights being abused;
- try to prevent abuse and try to improve the life of someone whose rights have been abused.

Preventing Bullying

We have a responsibility to:

- Remember our school values and to treat all people with respect and consideration;
- Make playtimes a positive experience for everyone by sharing equipment and playing fairly with others;
- Remember that we can ask adults, ambassadors or learning mentor for help if we are worried about anything;
- Remember that our worries will be listened to and followed up by adults in school;
- Remember that some words or actions can unintentionally hurt other people and to consider the way we speak and act towards others carefully.

Challenging Bullying Behaviour

We have a responsibility to:

- Tell an adult or buddy or learning mentor immediately if we are worried about being bullied or if we feel someone else may be being bullied;
- Remember that we will be listened to and our concerns will be treated seriously and followed up;
- Remember that there will be help for the victim so that they can feel safe again;
- Remember that there will be support for the bully so that they can change their behaviour

Strategies to Prevent Bullying

Everyone is responsible for ensuring that bullying is not tolerated at Albrighton Primary School and Nursery. As a community we have a complete commitment towards promoting and implementing the most effective strategies to prevent bullying.

These strategies include:

- promoting a strong school ethos which encourages mutual respect and consideration for all individuals with core values which are reinforced on a daily basis in assemblies, classroom practice and playtime provision and supervision;
- whole school and other assemblies which regularly promote our core values and keep anti-bullying initiatives (including e-safety) high profile;
- ensuring our curriculum reflects our equality & diversity policy in the programmes of study for different subject areas, whilst addressing an anti-bullying focus more specifically through a continuous e-safety strand in our computing

- curriculum and a well-designed PSHE curriculum which also has a specific “positive relations” strand to coincide with Anti-Bullying Week;
- embed a provision that includes: anti-bully and internet safety theatre groups, visitors, special days etc.
- ensuring all staff, both teaching and non-teaching staff, are aware of those vulnerable groups or individuals in school through regular communications under the direction of SLT.
- adopting a restorative approach to behaviour (shared with all staff and parents) which encourages conflict resolution within a context of respect and the development of an awareness of self-responsibility which prevents a repeat of inappropriate behaviour; (See Behaviour Policy)
- careful monitoring of behaviour and a swift response to any concerns to ensure any issues can be identified and resolved quickly; (See hierarchy of response as in Behaviour policy)
- promoting the self-esteem and confidence that children need to feel confident to ask for help if they need to;
- ensuring communication channels are completely clear for any child or parent and by keeping these high profile for children;
- planning and leading designated PSHE sessions within classes to cover the PSHE curriculum or deal with any specific issues arising;
- ensuring that playtime provision is designed to promote purposeful play and co-operation between children;
- involving children, through designated buddies, in providing peer and mentoring support for vulnerable individuals/groups on a daily basis;
- communicating the school’s anti-bullying measures and approach to behaviour management to parents regularly via letters, website and workshops;
- involving the whole school, including Governors, in reporting the effectiveness of anti-bullying measures and identifying any areas for improvement;
- ensuring the Anti-Bullying Policy is shared with all staff, parents (via the school website) and children (pupil version) so that they are clear on the antibullying measures in place, and the policy is reviewed annually to ensure it remains as effective as possible.

Reporting Bullying / Bullying Concerns

At Albrighton we are committed to taking any incidents of bullying, or suspected bullying, which do arise very seriously. It is the responsibility of any member of our community to report concerns they have about bullying or suspected bullying, including:

- class teachers;
- playtime supervisors who should report concerns to teachers or SLT;
- Midday Meals staff who should report concerns to teachers or SLT;
- Year 6 ambassadors or any children who should report concerns to an adult in the playground, their class teacher, learning mentor or a member of SLT;
- parents, who should receive immediate acknowledgement of their concern by a member of school staffing.

It is important that any individual, who may have received bullying behaviour, feels safe to report any concerns they have as soon as possible. Information about clear communication channels for reporting any incidents are shared with children and parents and are displayed in school.

Responding to Bullying / Bullying Concerns

Any concerns which are reported will be treated seriously and dealt with immediately in order to determine the most effective approach to resolving the issues identified. The exact course of action will vary with each situation but the main objectives should be that bullying incidents are identified, brought into the open, recorded discussed and that strategies are agreed to help resolve the problem.

In all incidents of bullying observed, disclosed or suspected, it is important to ensure that:

- concerns will be acted on immediately on the day they are reported (if a child is absent, the incident will be dealt with as soon as is possible);
- it is clear that the bully's behaviour is unacceptable and the bullying must stop;
- concerns will be reported to the Head Teacher/DHT or a member of SLT;
- the receiver of the bullying behaviour is made to feel safe and is given an opportunity to share their concerns fully with an adult;
- as much information as possible will be gathered and recorded about any incidents, including from any possible eye witnesses;
- the receiver is assured that they will be supported and kept safe;
- everything that happens is carefully recorded on incident forms to be kept electronically with the school Management information System
- the individuals involved are informed clearly of the course of action/strategies put in place to keep them safe;
- any further support needed will be identified and put in place (e.g. support from buddies, learning mentor, inclusion manager);
- parents are informed and made aware of the strategies put in place to resolve the situation;
- a monitoring period is agreed in which to ensure the situation has been resolved;
- the individual(s) carrying out the bullying behaviour will be talked to by the Head Teacher or a member of SLT and any appropriate consequences will be decided on and put in place;
- further support may be identified for the perpetrator to enable them to accept responsibility for their actions and to ensure their behaviour is not repeated;
- the parent(s) of the perpetrator will be informed of the incidents and be involved in the discussion about consequences and further support as and when needed;
- other members of the staff team will be informed as appropriate to ensure they can monitor the situation and remain vigilant to prevent any further occurrences of the behaviour;
- situations not satisfactorily resolved in the view of a parent or any concerned member of staff will be referred to the Headteacher or a governor if appropriate;

Any bullying between adults is reported to an appropriate person. This may be the Head Teacher, a member of SLT or a governor. All reported incidents will be dealt with fairly and consistently in line with schools' behaviour policy and with the complete commitment of the whole school community.

Monitoring and Evaluation

This policy will be monitored and the effectiveness will be evaluated in the light of the numbers of bullying incidents recorded, staff response to bullying behaviour and any concerns of children, staff and parents regarding bullying.

All members of the SLT are responsible for responding to incidents of bullying and the Deputy Headteacher /Headteacher has specific responsibility for ensuring that procedures in this policy are followed.

The Governors with have oversight of this policy and will be given a regular report of the number incidents which will be reported annually, to coincide with the policy review.

At Albrighton Primary School and Nursery we believe that every individual has the right to feel valued and respected and to feel safe from the fear of bullying. As a community we all share a responsibility to prevent bullying from happening as much as possible and to challenge and deal with any bullying behaviour which may happen.

Challenging Bullying Behaviour

We have a responsibility to:

- Tell an adult or buddy or learning mentor immediately if we are worried about being bullied or if we feel someone else may be being bullied;
- Remember that we will be listened to and our concerns will be treated seriously and followed up;
- Remember that there will be help for the victim so that they can feel safe again;
- Remember that there will be support for the bully so that they can change their behaviour

This policy will be reviewed every year, however changes may be made in the intervening period if required.

Signed By:

Approved by Full Governing Body

_____ **Headteacher** Date: _____

_____ **Chair of Governors** Date: _____