

Ashleworth C of E Primary School



Anti-bullying Policy

Approved by:	Teaching & Learning Committee
Date:	1 March 2021
Next review due by:	March 2023

Our school family nurtures and stimulates each child, encouraging them to flourish and take their place in our diverse society, respecting their cultural heritage.

Our school statement on bullying

At Ashleworth, we believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Aims and purpose of this policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all members of our school family are treated with dignity and respect and the whole of our community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its environment.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent bullying

Bullying can be based on the following:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special Educational Needs (SEN) and disability
- Culture or class
- Gender identify (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances

- Related to another vulnerable group of people

Reporting bullying – roles and responsibilities

Staff – All staff at Ashleworth have a duty to challenge and report all forms of bullying. They must be vigilant for any signs of bullying and play an active role in the school's efforts to prevent any forms of bullying.

Headteacher and Governors – The Headteacher and Governors have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all members of our school family.

Parents/carers – Parents and carers also have a responsibility to look out for signs of bullying. These could include; distress, feigning illness and lack of concentration. Parents and carers should support their child with reporting bullying to any member of school staff.

Pupils – Pupils should not take part in any kind of bullying and should watch out for signs of bullying amongst others. Pupils should never stand by and watch other pupils being bullied. They should offer support and encourage the victim to speak to a member of staff.

Responding to bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the incident using the school incident form. They will speak to both the bully and the victim, separately and informally. Strategies and actions will be discussed. PSHCE and/or worship may also be used to address the bullying.
- Staff member will inform the Headteacher of the incident. A summary of this information will be included in the Headteacher's report to the governing body.
- Staff will support and respond to the needs of the target of the bullying and the bully.
- The parents and carers may need to be involved. This will be dependent upon the nature of the bullying and other factors taken into consideration. If this is the second instance of bullying, parents/carers will be contacted.
- Staff will assess whether any other authorities need to be involved, particularly when actions take place outside of school.

Bullying outside of school

Bullying is unacceptable and will not be tolerated whether it takes place inside or outside of school. bullying can take place on the way to and from school, before or after school hours, at the weekends, during school holidays, or in the wider community. The nature of cyber bullying in particular means it can impact on pupils wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff, recorded and monitored and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using such language. Staff are also encouraged to record the casual use of derogatory language using informal means such as their class diary.

Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact upon those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the Headteacher, reporting such incidents to the governing body.

School strategies to prevent and tackle bullying

We use a range of strategies including:

- Our school vision and motto is central to everything we do and ensures that all members of our school family are revered and respected as members of a community where all are known and loved by God.
- We talk to our pupils about our anti-bullying policy and explain to them how to recognise bullying and how to report it.
- Our PSHE curriculum includes opportunities for pupils to understand about different types of bullying and what they can do to respond to and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- There are regular opportunities to discuss issues that arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Pupils are involved in developing school-wide initiatives through Pupil Council or class discussion.
- Working with parents and carers, and in partnership with community organisations to tackle bullying (where appropriate).

Training

The Headteacher is responsible for ensuring that all school staff receive regular training/updates on all aspects of the anti-bullying policy.

Monitoring

The Headteacher is responsible for monitoring the policy on a day-to-day basis. They are also responsible for monitoring and analysing data on bullying.

Evaluation and review

The Headteacher is responsible for reporting to the governing body on how the policy is being enforced and upheld, via termly reports. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in-school monitoring. This policy is reviewed annually in consultation with our whole school family.

Related policies

Behaviour, Equal opportunities, Teaching and Learning, Staff Conduct, RSE

In all aspects of day-to-day work at Ashleworth C of E Primary School, the safety and well-being of our children is paramount. We expect all staff, volunteers and visitors to share in this commitment.

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Bullying and prejudice related incident report

Staff member completing form _____

Nature of incident Indicate if bullying or prejudice related and nature or form – see policy
Target of bullying Name
Person responsible Name

Details of incident
Date, place and time
Witnesses
First, repeat or serious incident
Any relevant supporting information
Actions taken/to be taken
Details of others involved or notified
Actions for follow-up
Date of incident and review (if required)