

Alway Primary School



Anti-Bullying Policy 2023 - 2024

Signed Headteacher

Signed Chairman of Governors

The school will review this policy annually

Date of Review:

Signature:

**Alway Primary School
Anti-Bullying Policy**

'Always Feel Proud'

Aspire Believe Achieve

Rationale

At Alway Primary School we are committed to working with children, staff, governors, and parents/carers to create a robust anti-bullying culture within our school. Our school is a place where everyone has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and is expected to treat each other with respect and kindness.

Statement

Bullying of any kind is unacceptable and will not be tolerated in our school. The safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously; it is our duty as a school community to do all that we can to prevent and tackle bullying, harassment, and discrimination. We actively promote the values of respect, equality, and an understanding of each other to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens, prepared for life in the 21st Century global community. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Definition

'Bullying is continuous deliberate harassment or an aggressive act which causes hurt to another. The hurt can be either physical or psychological and is difficult for those being bullied to defend themselves.'

We define bullying as:

Repeated unkind behaviour that is intended to make others feel upset, uncomfortable, or unsafe.

Bullying is not the same as conflict which comes from a place of anger or upset. It is not the same as teasing which comes from a place of warmth. Bullying comes from a cold place and is behaviour intended to cause harm. A bully is someone who hurts another person **more than once**, by using behaviour which is meant to scare, hurt, or upset that person.

Bullying can take many forms:

- Physical – hitting, kicking, taking belongings, sexual harassment or aggression.

- Verbal – name calling, insulting, making offensive remarks or gestures.
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e mails or text messages on mobile phones.

It can include the following issues:

- Race, culture, religion, disability, sexual orientation, and other personal/ social differences.

Aims:

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To make the Anti-bullying Policy intrinsic to the whole school ethos, which values all members of our school community.
- To support all those involved in bullying, in overcoming this behaviour.
- To inform pupils, governors, and parents of the school's expectations and to foster a productive partnership, which helps maintain the schools caring and safe environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Preventative Measures

- Encourage the children to become involved in the agreement of the Child-friendly Anti-bullying Policy to promote a feeling of trust, security and ownership.
- There are many opportunities to promote the policy: Circle Time, Visiting Theatre Groups, Drama, Poetry, Assemblies, PSE, Home School Agreements, Happy Mind ambassadors, Leadership ambassadors and though leaflets and posters.
- Training of all school staff including lunchtime supervisors will be an essential part of ensuring that the policy is taken forward by the whole school. The school recognises that effective supervision is one of the most important strategies in the prevention of bullying. This will be particularly important in the case of newly qualified teachers and other new staff.
- Pupils will be further involved through 'Circle of Friends', Peer Mentoring, 'Buddying' and 'pupil voice' activities which will clearly

involve training for pupils and staff. Advice will be sought from outside agencies.

Procedures

Senior Management should give a clear lead, so that staff know what to do when an incident is reported. The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- Calm the situation as quickly as possible. This invariably involves removing the victim or the bully from the scene.
- A clear account of the incident will be recorded and given to the Headteacher or a member of the senior management team.
- The member of the management team dealing with the incident will interview all concerned and the incident will be recorded and kept on file.
- Class teachers will be informed and asked to monitor the situation.
- Parents will be informed if deemed necessary.
- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the school Relationship Policy.
- For severe cases child protection procedures as outlined in the Child Protection Policy may need to be followed.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring the pupil that it is not their fault.
- Offering continuous support to ensure the issue is resolved.
- Restoring self-esteem and confidence.
- Inform parents for parents to offer valuable perspectives or support.

Pupils who have bullied should be helped by:

- Discussing what has happened and understand the impact on the victim.
- To look at their behaviour and develop an understanding of their needs and the needs of others.

Restorative justice approach:

- Restorative justice brings all the children involved together so everyone affected plays a part in repairing the harm and finding a positive way forward. The aim is to develop empathy and concern for others.

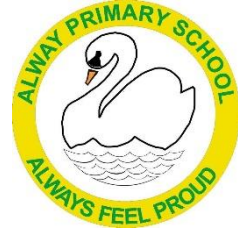
Equal Opportunities

This policy will ensure equitable treatment of all school stakeholders regardless of race, culture, gender, religion, disability, sexual orientation, or any other personal / social differences.

Monitoring, evaluation and review:

'Needs' change over time so the policy must be kept under regular review, adapted, and modified as necessary.

The policy will be promoted and implemented throughout the school.



ANTI BULLYING POLICY – MEETING RECORD

DATE OF MEETING:

Present:

Member of SLT -
Class Teacher -
Family Liaison -
Parent -

Parent statement (to include pupil if appropriate)

School Information and Support

Action Plan Moving forward

School Notes

Link documents (if required):