Astwood Bank Primary Anti-Bullying Policy

A centre of learning and opportunity

Approved by:	Senior Leadership Team/Governors
Last reviewed on:	October 2023
Next review due by:	Annually

<u>Rationale</u>

Everyone at Astwood Bank 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. We have a whole school approach to anti-bullying. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos. We recognise that Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood. (Gov. Preventing & Tackling Bullying 2017)

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 towards bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school. Our school does not tolerate any form of bullying.

By effectively preventing and tackling bullying, Astwood Bank Primary can help to create a safe, disciplined environment where pupils are able to learn and fulfil their potential.

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

<u>Definitions of Bullying</u>

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Low-level disruption and the use of offensive language can in itself have a significant impact on its target. If left unchallenged or dismissed as banter or horseplay it can also lead to reluctance to report other behaviour. Astwood Bank Primary understands that early intervention can help to set clear expectations of the behaviour that is and isn't acceptable and help stop negative behaviours escalating.

The school works hard to ensure that all pupils know the difference between bullying and simply "falling out". This is regularly visited in our whole school assemblies throughout the school year. Children's perceptions of bullying are also addressed through a robust PSHE/RSE curriculum, which teachers deliver in every year group.

<u>Prevention & Actions to Tackle Bullying</u>

There is no single solution to bullying which suits all schools. Astwood Bank Primary believes that prevention is better than cure, so we are vigilant for signs of bullying and <u>always take reports of incidents seriously</u>. We use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour. Above all, Astwood Bank Primary strives to maintain a culture and ethos that

promotes the right way to behave. This extends beyond our classrooms to the wider school environment; we teach children to show positive behaviour in everyday life.

Pupils are encouraged to report any incidence of bullying, either witnessed of experienced, 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 strive to prevent bullying behaviour by:

- ✓ Working with parents in any incidents.
- ✓ Promoting a culture of zero tolerance and awareness of what behaviour is right and acceptable.
- ✓ By revisiting our acceptable use policy for computers.
- ✓ By making sure that consequences are robust, fair, consistent and appropriate to individual incidents.
- ✓ Delivering a PSHE/RSE curriculum which tackles bullying and covers differences in people that could motivate bullying.
- ✓ Working with local Police/PCSO to deliver lessons and assemblies for all children.
- ✓ Teaching children that our school is a 'telling school', where all staff are emotionally available and trusted adults.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record is kept of incidents; the school makes use of CPOMS to record any safeguarding incidents. All staff are responsible for this and will be required to give either a paper copy of the recorded incident (where computer access is limited) or record the incident on CPOMS. Following this, action is taken by a senior member of staff. To ensure effective monitoring of such occurrences, and to facilitate coordinated action, all incidences of bullying behaviour should be reported for the attention of the safeguarding leads.

Upon discovery of an incident of bullying, we will discuss with the child(ren) 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 will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk, and the discussion should remain focused on finding a solution to the problem and stopping bullying recurring.

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

Victims who are worried about openly discussing an incident when the aggressors are present are encouraged to speak with teachers at an appropriate time. Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying. Support can also be sought from School Council members, and any concerns regarding behaviour within school can be raised and discussed at council meetings. All council meeting minutes are shared with staff and solutions sought from all members of the school community.

Cyber Bullying & Online Safety

Staff at Astwood Bank Primary are aware that cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience. Pupils at Astwood Bank Primary are taught about cyber-bullying through PSHE/RSE lessons. It also features heavily in computing lessons, which are taught using the Purple Mash schemes of work. All lessons are taught in an age-appropriate way and teachers work to deliver lessons that not only promote positive online behaviour but educate children about the effect of their online actions on others. We teach children to use technology safely and responsibly through discrete online safety lessons, and those lessons that are built into the wider curriculum. Teachers make clear the difference between offline and online behaviour. Reference is made to relevant organisations such as The National Crime Agency CEOP and Childline, and pupils know they can contact these organisations to seek support.

Involving Parents & Carers

Astwood Bank Primary works hard to promote itself as a school that does not tolerate any form of bullying behaviour, and that parents feel confident to report bullying to the school at any time. The parents of those children choosing to show bullying behaviour, and the parents of victims, will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. Where appropriate, the school will implement disciplinary sanctions and the consequences will reflect the seriousness of the incident so that others see that bullying is unacceptable. Persistent bullies may be excluded from school. Cases of bullying will always be closely monitored by class teachers and senior leaders.

Whilst there is little history of bullying at Astwood Bank Primary School, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure we are able to strengthen our approach to this issue. Where necessary we have and will call specific organisations or resources to deal with particular problems. This policy is seen as an integral part of our Positive Behaviour Policy.

Vulnerable Children

Staff at Astwood Bank Primary understand that some pupils are more likely to be the target of bullying because of the attitudes and behaviours some young people have towards those who are different from themselves. We make it part of our culture of vigilance to be mindful of children for whom this could be the case. Staff are encouraged to be aware of the children in their care; particularly those children with a SEND background or any sort of 'difference' that may trigger bullying behaviour. Our staff know that for some children, additional support may be required, and so our specialist Nurture Team are always available to support teachers and pupils.

Support Materials on Anti-Bullying

The Anti-Bullying Alliance (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

The Diana Award: Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.

Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

The BIG Award: The Bullying Intervention Group (BIG) offer a national scheme and award for schools to tackle bullying effectively.

Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.

Barnardos: through its LGBTQ Hub, offers guidance to young people, parents and teachers on how to support LGBT students and tackle LGBT prejudice-based bullying

Cyberbullying and children and young people with SEN and disabilities: Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying practice.

Anti-bullying Alliance SEND programme of resources: Advice provided by the Anti-bullying Alliance for school staff and parents on issues related to SEND and bullying.
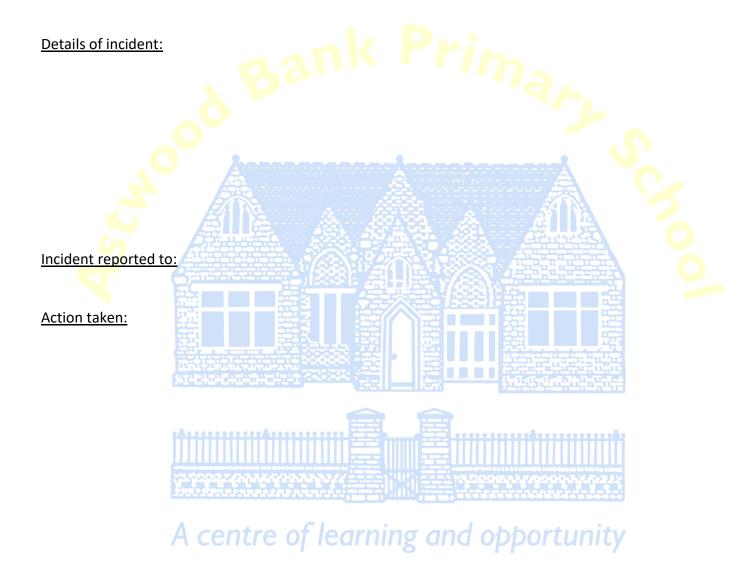
Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism.

Bullying Incident Report Form (where CPOMS cannot be accessed)

Name of Pupil & Year Group:

Date:

Details of incident:

Incident reported to:

Action taken:

Signed by Staff Member: