

Aspire Learning Trust



Anti-Bullying Policy

Policy Reference: Anti Bullying Policy
To be reviewed: Annually
Policy Owner: Local Governing Body (New Road Primary School and Park Lane Primary School and Nursery)

Policy Progression Revisions		
Date	Reviewed	Description of changes
		New Policy

Date Approved	2018
Date Reviewed by	
Signature of Chair	
Print Name	

Anti Bullying Policy

What is bullying?

Bullying takes many forms and can be short term or continue over a number of years. It can be physical, verbal or even just a look. It may involve extortion or exclusion. It can be overt or subtle. Whatever form it takes, bullying is a wilful, conscious desire to hurt, threaten or frighten someone else. **All bullying is aggression but not all aggression is bullying.** It does not include occasional fighting or falling out between friends or equals.

At New Road Primary School and Park Lane Primary School and Nursery we take the issue of bullying very seriously and will always deal with incidents as soon as we know it is happening.

Main Aims

- To make clear to everyone within our school community that no form of bullying is acceptable.
- To encourage everyone, including pupils, to report all incidents of bullying.
- To offer comfort and support to victims.
- To confront bullies with the seriousness of the offence, but to offer support and counselling to help them to readjust their behaviour.
- To consider any punishment carefully. Reacting aggressively or unduly punitively gives the message that it is all right to bully if you have the power.
- To seek parental support and peer group support and co-operation at all times.

Preventing Bullying

We feel that a clear policy for preventing bullying, understood and supported by all staff, children, parents and governors, will enhance our existing positive behaviour policy and forge links with the curriculum through personal and social education. Tackling bullying is one part of making the school a happy place for everyone.

Although, not exclusively the case, it is considered that the times during the school day when the children have freer activities (i.e. before school, playtimes, lunchtimes in particular, and immediately after school) are times

when bullying is more likely to occur. All supervising adults during these times must be made fully aware of this policy and procedures to follow.

The curriculum offers an ideal vehicle for conveying to pupils the school's attitude to bullying. The Personal and Social Education programme can tackle the issue of bullying through circle time and other related activities. These activities also help to give children the confidence to "speak out" against bullying. Drama and role play activities are a very powerful way of exploring the issue while themes for assemblies/ collective worship can serve to reinforce the message.

The school environment will promote an anti bullying ethos. Posters reminding children about dealing with bullying will be displayed.

Children's views will be taken seriously and they will be given frequent opportunities to respond to questionnaires concerning their well being and to discuss issues concerning bullying with the School Council.

All alleged bullying should be reported to the child's class teacher in the first instance.

Guidelines for teachers

Stage 1 Action against bullying

- Deal with any incident as soon as you know it is happening.
- Record the incident using the Bullying Incident Form and hand to the head teacher.
- Make it very clear that bullying is not tolerated in the school.
- Talk to both bully & victim separately. Make notes of what they say on the back of a Bullying Incident Form and ensure this is handed to a senior teacher, so that it may be recorded in the school's bullying log.
- To the bully explain:
 - how being bullied makes people feel,
 - you will be observing him / her & contacting parents if it does not stop
- To the victim – comfort, reassure and praise for telling.

Stage 2 Action against bullying

If the bullying persists despite the use of appropriate strategies the following actions must be undertaken.

1. One or more of the following sanctions may be applied in the case of known incidents (see the school's behaviour policy).

- Missing playtimes
- Coming straight into school in the morning.
- Working in another classroom away from the victim.
- Fixed term exclusion

2. Action by adults involved:

- Log every incident using a bullying incident form
- Make summary notes of discussions with both bully & victim on the back on each bullying incident form.
- Ensure both parents of the alleged victim and the alleged bully are informed.

3. One to one meeting/s with victim:

- Discuss strategies for developing self assertiveness.
- Role play situations
- Agree strategies to access help / places to retreat

4. Increase meetings with bully's parents.

- Explain what sanctions may be applied and other actions to be taken.
- Explain possible next steps – lunchtime exclusion / fixed term exclusion / permanent exclusion.

Bullying Incident Form

A copy of this form must be given to a senior leader and recorded in the School's Bullying Log in the head teacher's office; record any conversation with pupils on the back of this form.

Name of child being bullied:

Name of alleged bully:

What form did the bullying take?

Physical (please tick):

- Kicking or hitting
- Prodding or pushing
- Spitting
- Other
- Interference with personal property

Psychological (please tick):

- Threats or extortion
- Taunts
- Shunning
- Name calling / verbal abuse
- Innuendo
- Spreading rumours
- On-line abuse
- Abuse via texting
- Other

Is the bullying (please tick):

- Racist (Racist Incident Form must be completed and reported to headteacher)
- Sexual / sexist
- Homophobic
- SEN / disability based

Comments:

Bullying incident log

Date	Perpetrator's name	Victim's name/s	Incident form completed	Follow up action Both set of parents must be informed and this must be recorded below