

Ashton Vale Primary School

Anti Bullying Policy

March 2002

Reviewed: March 2004, 2006, 2008, 2010, 2012, 2014, 2016, 2018

Review frequency: 2 years Next review: March 2020

At Ashton Vale Primary School staff, parents and children work together to create a happy, caring, learning environment where everyone is, and feels, valued. We are working towards eliminating any forms of bullying from society and therefore it will not be tolerated in our school or out of school, including via social media. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal pro-actively with any incidents quickly and effectively. Research has shown that the extent of bullying in schools is greatly under estimated.

Definition – STOP – Several, Times, On, Purpose

Bullying can be described as being a 'deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can range from ostracising, name-calling, racism, homophobic abuse, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident which casts a shadow over a person's life, or a series of such incidents.

Aspects of bullying and behaviour are taught and highlighted to children through the PSHME curriculum, assemblies and circle time. We actively discuss how to keep safe on the internet and how to use social media safely. Bullying can be brought to the attention of staff, either by the victim(s), their friends(s), their parent(s) or other interested people.

Strategy for Dealing with Bullying

The following is a list of actions available to staff, depending on the perceived seriousness of the situation. The emphasis always on a caring, listening approach as bullies are often victims too – that is why they bully:

- Discussions at length with the victim, outside of lesson time and as soon as possible. This will require patience and understanding. Remember: listen, believe, act.
- Reassurance to the victim that staff are aware and will be monitoring the situation, especially in the playground.
- Identify the bully/bullies. Obtain witnesses if possible. Advise the head teacher.
- Discussions with the bully/bullies. Present them with the situation. Explain how upset the victim is and encourage them to tell the truth about the situation/incident. Ask them to think about how they can now help the victim(s). Make it clear that bullying is not acceptable at Ashton Vale and if a person feels bullied, they are bullied.
- If they own up, arrange a joint meeting with the victim where amends can begin to be made. Continue to follow up by checking with the victim and bully/bullies regularly. (The self esteem of the bully and victim will need to be raised). If necessary, feed back to parents.

- If they do not own up, investigate further. Children usually own up if presented with the facts.
- Separate discussions with parents of the bully and victim by an appropriate member of staff.
- Talk to the bully/bullies about how the school can help them change their behaviour and why they bullied.
- Sanctions may be necessary:
 - Withdrawal from favoured activities
 - Loss of playtime
 - Exclusion from school at lunchtimes
 - Exclusion from school

Depending on the perceived severity of the incident(s).

- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with the victim to ensure no repetition.
- As behaviour of the bully improves then favoured activities etc. can be reinstated and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which will have been damaged after being caught bullying, or could have been low anyway – hence the bullying.

In order to identify incidents of bullying and the identities of bullies, at Ashton Vale Primary School, we have agreed to carry out the following strategies.

- All staff will watch for early signs of distress in pupils.
- All staff listen, believe, act.
- There are posters around the school dissuading children from bullying.
- The Child Line telephone is displayed in school.
- We have trained pupil 'Super Friends' in both the infant and junior playgrounds.

Please also see:

Behaviour Policy

Physical Restraint Policy

PSHME Policy

Computing/Social Media Policies