



Abacus Primary School

Anti Bullying Policy

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Abacus Primary School

Anti-Bullying Policy



This policy promotes our school ethos of Achieve, Believe, Aspire, Create, United, Success: we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied and therefore the prevention of bullying and the promotion of good, kind behaviour central to our work with the children both in and out of the classroom.

This policy is for the pupils, families, staff and governors of Abacus Primary School and ensures that everyone is clear about the way we define bullying in our school and the measures the school has in place to deal with any instances of bullying in a fair and effective way. This policy is linked to our behaviour, child protection and e-safety policies.

All school staff receive training on anti-bullying practices and child protection training takes place for all staff members annually.

Prevention

We promote good behaviour throughout our school and bullying and e-safety is embedded in our curriculum and school rules both in and outside of the classroom. Awareness of bullying is regularly raised using our Anti Bullying Ambassadors who speak in whole school assemblies and update our anti bullying display boards with positive messages and reminders about speaking up. We also use regular pupil perception questionnaires as a preventative measure - by making sure we understand where children are finding things difficult we are able to make changes to prevent others feeling the same way going forward.

It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated. We have a dedicated board for celebrating difference and diversity and children are encouraged to speak up about any difficulties they are having in class and at lunchtimes. Anti Bullying Ambassadors hold regular class assemblies with the children to remind them that there is always someone for them to speak to and to provide a forum for discussion about our feelings and behaviour. We are an inclusive school and take lots of opportunities throughout the year to celebrate difference and show kindness to others - e.g. silly sock day for Autism Anglia, Red Nose Day, Christmas Jumper Day for Save the Children, Macmillan Coffee morning, Children in Need to mention a few. .

What is Bullying?

Bullying is considered to be repetitive and intentional. A bully will continually and deliberately cause distress to another in order to gain a feeling of power, status or other gratification.

Bullying can occur through several types of anti-social behaviour and this may be towards staff members, parents / families or pupils. It can be:
Physical - any form of violence or threats, taking possessions or making people do things they don't want to do. This includes hitting, kicking and pushing.

Verbal - name calling, persistent teasing, mocking and taunting. This includes threatening and abuse based on real or perceived differences.

Emotional - excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.

Cyber bullying - the misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation. It can include nasty texts or emails, mean comments on social media sites, sharing embarrassing photos and spreading rumours online.

Bullying can also be classed as:

Racist - discrimination based on ethnicity, skin colour, language, religious or cultural practices.

Religious bullying - because of your beliefs or faith

Sexual - unwelcome sexual advances or remarks that are intended to cause offence, humiliation or intimidation.

Homophobic - discrimination based on sexuality and gender identity.

Disablist- the bullying of children with special educational needs and disabilities.

Discriminative - bullying based on any perceived difference or weakness such as those in fostering or care homes, young carers, those with disabled siblings or parents, diverse family set ups or those with different economic backgrounds than their peers.

Signs that a child may be being bullied might include:

- They appear isolated and lonely (particularly on the playground)
- They seem sad or depressed or afraid
- There has been a change in their behaviour
- They don't want to come to school; increased absence / lateness
- They can't concentrate on their school work or their school work is suffering
- They are hurting themselves or others

We make it clear that children do sometimes say mean and hurtful things and this is dealt with by teachers and midday staff as incidents occur.

One-off comments or actions are not considered bullying and children are taught to recognise the difference.

Roles and Responsibilities:

The role of governors

- The governing body supports the Head Teacher in all attempts to eliminate bullying from our school.

- The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of school's anti-bullying policy.

If a parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via the school office.

The role of the Head Teacher

- It is the responsibility of the Head Teacher to implement the school Anti-bullying Policy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying.
- The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Head Teacher ensures that all children know that bullying is unacceptable behaviour.
- The Head Teacher ensures that all staff, including midday supervisors, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The Head Teacher leads the school, where all members of the learning community nurture, value, respect and care for each other.

The role of all staff

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- Teachers are responsible for recording of all incidents of bullying that happen in their class, and that they are aware of in the school. If a

child is being bullied or is bullying others, the class teacher will inform the child's parents and the Head Teacher.

- Ensure that incident reports are completed in more severe or recurrent cases and that this is communicated to the class teacher and or Headteacher.
- Ensure that liaison and communication is made with parents of all parties, where appropriate.
- All staff are expected to celebrate equality and difference as part of our school ethos during class time and assemblies.
- Consistent Management Plans are created where needed to ensure expectations for individual children are clear and sanctions / rewards consistent.

The role of Anti Bullying Ambassadors

At Abacus Primary School we have a team of 10 Anti Bullying Ambassadors from Years 5 and 6. These children are supported by our Learning Mentor and their role is to:

- Be a role model for others in the school
- Highlight through whole school and class assemblies that bullying is not tolerated in our school and provide children with strategies to cope with bullying
- Encourage children to speak up about bullying
- Give children a peer to speak with if they are worried about bullying
- Promote kindness and inclusive behaviour on our playground at lunchtime and breaktimes
- Work alongside play leaders, pupil council, sports ambassadors and house captains to ensure we are all working and learning in an inclusive and fun environment

Dealing with Incidents

Children and parents are encouraged and expected to report incidents to any adult in the school, e.g. Class Teacher, Learning Support Assistants, Mid-Day Assistants, Learning Mentor, depending on where and when the incident takes place. Children are encouraged to Start Telling Other People

(STOP) and follow these steps:

1. Ignore
2. Talk Friendly
3. Walk Away
4. Talk Firmly
5. Report it

Class Teacher will monitor, keep a record in class and liaise with the Head. Where appropriate the school Learning Mentor will mediate with the children involved and parents will be consulted and / or informed. Each separate case of bullying will be treated individually but any child who has physically or emotionally hurt another child will go to lunchtime detention to reflect on their actions and make a written and verbal apology, in accordance with our behavior policy.

In cases of a child physically hurting other children or bullying, all incidents are written in Incident book/forms and must be reported to the child's class teacher who will then report the matter to the Headteacher. Where appropriate support may be sought from the school SENCO, Learning Mentor, or outside agencies e.g. Behaviour Support. A meeting will be called with parents to discuss behaviour strategies and ensure a consistent approach is used.

All staff will be made aware of these strategies and the behaviour of child/children will be monitored, with a follow up meeting called with parents to discuss progress. Responses to all types of bullying will take into account the special needs or specific difficulties of those involved.

Monitoring and Review

Pupils' and families' opinions on bullying are taken via perception questionnaires which highlight where changes should be made in terms of the way bullying is handled in our school.

Our Anti Bullying Ambassadors were awarded the Diana Award for being ambassadors. We continually report to the Diana Award about our Anti Bullying activities to ensure we stay focused on improving education about different types of bullying and, most importantly, about how all children can feel empowered to be able to combat any feelings of inequality or discrimination.

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This policy will next be reviewed in February 2020.