

Abbot's Hall Primary School



Anti-Bullying Policy

November 2024

Be the best that you can be.

Rationale

Aggressive, intimidating behaviour is not acceptable in our school. Children and adults should not come to school to be unhappy. We have a duty of care to our children and staff and must try our best to ensure their safety at all times. Ultimately it is the responsibility of our whole school community to eradicate any bullying by ensuring the development of our caring and supporting ethos. It is the responsibility of the Trust to ensure that the legal responsibility for Health and Safety is fulfilled but the Headteacher enacts this responsibility by ensuring that everything is done that is reasonably practical to ensure the health, safety and welfare of employees and others on school premises.

The Nature of Bullying

In line with most others, we consider bullying to be:

- deliberately hurtful, including aggression
- repeated often over a period of time, and
- difficult for victims to defend themselves against.

Bullying can take many forms but the main types are:

- **Physical:** hitting, pushing, pinching, any form of violence, threats of violence, taking belongings
- **Verbal:** name calling, insulting, making offensive remarks, persistent teasing, sarcasm, tormenting, ridicule, humiliation
- **Racist:** racial taunts, graffiti, gestures
- **Sexual:** unwanted physical contact, abusive comments including homophobic
- **Indirect:** spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending e-mails or text messages on mobile phones, cyber bullying via social networks.

Bullying is an intensely complicated issue which involves a fear of "difference" as well as the difficult dynamics of pupils growing up and the peer pressures they often have to face. Bullying can take place in person, online or both.

Identifying Bullying

Bullying can only be dealt with if the school knows about it. Children who are being bullied are not always prepared to tell others. Children are frequently reminded that they must tell and get help through assemblies, PSHE lessons and circle time activities. The simple message is **DO NOT SUFFER IN SILENCE. Telling does not make things worse; it will make things better.** Children are also encouraged to tell an adult if they know about anyone else who is being bullied.

For those children who are unable to talk to an adult about their problem, observations regarding specific behaviour patterns have been routinely established. Staff use professional curiosity and their knowledge of pupils to identify changes in behaviour that might indicate bullying.

Signs of bullying might include:

- unwillingness to come to school
- withdrawn, isolated behaviour
- complaining about missing possessions

- refusal to talk about the problem
- being easily distressed
- damaged or incomplete work.

Where these difficulties are associated with SEN children, children from minority racial or cultural backgrounds or where there are indications of sexual harassment (including homophobic comments) these indicators may also confirm bullying is happening. Investigations by the Pupil Support Officer, SLT or Headteacher will be undertaken, colleagues consulted and rigorous vigilance maintained. The member of staff with responsibility for Safeguarding and SEN may also be involved.

Pupils are encouraged to be open with their parents who can then pass on concerns to school. Parents are provided with a copy of this policy by request and are asked to inform the school and arrange an interview in the first instance with the child's class teacher and then the Deputy Head or Headteacher if they have any further concerns. We fully recognise that this can be an extremely upsetting and worrying time for all involved and our aim is to support the families as a whole this time.

Identifying Bullying of Staff and Other Adults

We are a very caring staff which receives many compliments about its supportive teamwork, but we are not complacent and remain aware that bullying takes place in any community.

Bullies are often in positions of power or authority. They may behave as they do to hide their own inadequacies or personal envy of another colleague. Overwork may lead to bullying with frustration and anger being inflicted on others. Some of the signs that may possibly indicate bullying are:

- low morale
- high level of staff turnover
- high rates of absenteeism
- frequent disputes, complaints and grievances
- isolated members of staff
- inefficient team working

Staff should contact the Headteacher if they feel that they are being bullied or believe that someone else is being bullied. Staff have access to a confidential telephone helpline or should contact their union representative.

How To Deal with Bullying Incidents When They Do Occur

We have created a supportive climate:

- Our school declares clearly that bullying will not be tolerated and that all incidents will be taken seriously.
- Investigations of bullying incidents are thorough and involve the bully and the bullied.
- Bullies and those bullied are interviewed separately.
- Witness information is obtained.
- Written records are kept of incidents, investigations and outcomes.
- Staff are informed when incidents involve pupils.
- Parents of both the bully and bullied are involved at an early stage.
- Appropriate staff are informed when a member of staff is involved.

- Help from HR or other support services is requested where appropriate.
- The police are involved when appropriate.
- A risk assessment may be completed.

We work hard to ensure that further incidents are prevented. The school acts firmly and promptly when bullying is identified:

- A range of sanctions is available depending on the seriousness of the situation:
 - Obtaining either a written or verbal apology
 - Referral to senior staff
 - Internal exclusions
 - Exclusion from the school at lunchtimes
 - Fixed term suspensions and, if more serious, permanent exclusion.
- The bully is helped to recognise their unsociable behaviour and given support to modify their behaviour. Efforts are made to identify why a pupil has bullied and support offered to prevent recurrence.
- Consideration is given to appropriate "assertiveness" training for anyone bullied and other vulnerable groups.
- The victims of bullying sometimes believe that they deserve to be bullied. They may feel powerless and vulnerable with self-esteem badly damaged. We help them re-establish their self-confidence.

Our aim is to keep the bullied safe whilst working with the child who is bullying to correct their behaviours.

Prevention

- We work hard to create a school ethos in which everyone respects each other and differences are accepted.
- We reflect on current practice and revisit our anti-bullying policy.
- Bullying is addressed in the curriculum, eg PSHE, English, RE, Computing, Online safety.
- The emphasis is on a child-centred approach with pupils' experiences of bullying listened to and this influences our whole school approach.
- There is an ongoing cycle of re-evaluation of practice and, where appropriate, the spectrum of expertise is utilised, e.g. organisations, external agencies and websites (See appendix A)

Equality and Diversity

It is our policy that all children will be treated equally irrelevant of race, gender or disability in the implementation of our anti-bullying policy.


SEN

No child with SEN will be discriminated against either for or against in the implementation of the anti-bullying policy. Where a child's particular need requires specific care then this will be planned carefully through a support plan and parents will be consulted in order to provide the best possible outcomes for the child.

Monitoring and review

This policy is monitored by the governing body and will be reviewed every two years or before, if necessary.

Signed:  Headteacher

Signed:  Chair of Governors

Date: November 2024

Useful Information

- ACE - Advisory Centre for Education.
Address: Aberdeen Studios, 22 Highbury Grove, London N5 2DQ. Telephone: 0207 354 8321
- DARE - Drugs Abuse Resistance Education (contacted through local Police Station)
- Get Connected - a confidential helpline for young people. Telephone: 0800 096 0096
- "Kidscape" - provides free literature for parents, victims and schools.
Address: 2 Grosvenor Gardens, London SW1W 0DH. Telephone: 0207 730 3300
- The Samaritans. Telephone: 0845 790 9090
- Anti-Bullying Campaign.
Address: 185 Tower Bridge Road, London SE1 2VF. Telephone: 020 7378 1446
- Childline. Address: Royal Mail Buildings, Studd Street, London N1 0QWE. Telephone: 020 7239 1000.

Websites

Anti- Bullying Alliance: <http://www.antibullyingalliance.org>

National Children's Bureau: www.ncb.org.uk

www.stonewall.org.uk

<http://www.teachernet.gov.uk/wholeschool/behaviour/>

For pupils: www.bbcllc.com

CEOP's Thinkuknow Resourceswww.thinkuknow.co.uk