

ABBEYS PRIMARY SCHOOL



Aim, Aspire, Achieve @ Abbeys

Anti-Bullying Policy

Date of policy: April 2023
Review Date: April 2025

Policy Statement

Abbeys Primary School regards all forms of bullying as unacceptable. In order for children to develop and achieve their full potential to learn, they need to feel safe, respected and valued by their peers and adults. Bullying will not be tolerated.

We recognise that bullying is a major concern for pupils, parents and staff. We believe it can have a long term, damaging effect on both the victim(s) and perpetrator(s) in terms of their social, emotional and educational development.

Abbeys Primary School is committed to ensuring that children learn in a safe and secure environment, which fosters equality of opportunity, mutual respect and cooperation. Children, staff and parents should recognise that bullying represents an abuse of power over others. They should also feel confident that it is actively discouraged and firmly dealt with if it does take place.

Bullying Behaviours

At Abbeys Primary School, we believe bullying is any deliberate act which results from a conscious effort to hurt or threaten someone. It is an abuse of power and results in pain and distress to the victim. Bullying is generally a campaign or process repeated over a period of time, it is intentional. Bullying can be physical, verbal or psychological and can take many forms:

Physical - hitting, kicking, threatening and rude gestures, taking belongings.

Verbal -name-calling, taunting, teasing, spreading rumours, racist and sexist remarks, or remarks about someone's gender or sexuality as well as deliberate ignoring.

Psychological - any of the above that will affect or unbalance the child's mental well being.

Anti-bullying Procedure

At Abbeys Primary School we seek to promote a culture in which it is safe to tell or seek help if a child feels he/she is a victim of bullying. If a case of bullying is reported the facts of the case will be checked thoroughly and fairly. If bullying has taken place it will be our practice to confront the bully and make him/her aware of the harm that unacceptable behaviour has, both on the victim and the perpetrator. The victim will be supported and reassured that it was right to expose the bullying and that the matter is being addressed. The perpetrator will be supported in changing their unacceptable behaviour with the help of staff and, perhaps, outside agencies. Restorative approaches and mentoring will be used as strategies to monitor.

In line with our Behaviour and positive ethos Policy, incidents are logged on CPOMS and Parents of the victim(s) and perpetrator(s) will be informed.

Strategies to combat bullying

Aspects of social, moral, spiritual and cultural teaching and learning can be used to raise awareness about bullying and help build an anti-bullying ethos, primarily by teaching pupils how to constructively manage their relationships with others. Other strategies include the use of assemblies, co-operative group work, circle time, befriending and active co-operation of parents to support both the child and staff. All pupils are taught about the harms of bullying, through our curriculum and our provision for mental health and wellbeing. We also carry out additional interventions where needed, which include specific SEN interventions where appropriate. If a child has additional needs and they are bullying others, additional support can be sought from the SEN team. The child's needs and understanding are always taken into account, before sanctions and interventions are implemented. We try to use set language when talking about bullying, to include what bullying is and what it is not. This is so that children, parents and staff have a better understanding, regarding to cause, effect and consequence.

RUDE	MEAN	CONFLICT	BULLYING
Occasional	Once or twice	Occasional	Repeated
Spontaneous; mostly unintentional	Intentional	Not planned, in the heat of the moment	Is planned and done on purpose to a particular target- over a period of time regardless of intervention
Can cause hurt feelings; upset and worry	Can hurt others feelings and they can feel personally offended	All pupils are upset	The target of the bullying is continuously upset
Based in thoughtlessness, poor manners or lack of social skills	Based in anger; impulsive cruelty or lack of empathy	Usually all pupils want to work things out	The bully is trying to gain control over the target
Rude person accepts responsibility	Behaviour often regretted	All pupils will accept responsibility	The bully blames the target/ victim
Sometimes the pupil is unaware of their behaviour	Sometimes the pupil is unaware how their behaviour has upset another- it could be learnt behaviour.	An effort is made by all pupils to solve the problem	The bully's behaviour does not stop- it can become sneaky, online or through others
ALL pupils are reminded of the Golden rules and school values			
Can be resolved through work on social skills and is often dealt with at class teacher level through modelling, reinforcing positive behaviour.		Can be resolved through mediation- usually involving the Headteacher. If a child has been physically hurt a sanction is applied.	Restorative approaches and mediation will be used but the behaviour will also be sanctioned. The school's Anti bullying policy will be shared and discussed with parents. The Headteacher will monitor behaviour and follow appropriate guidance.

Working with the families and of both the victim and the perpetrator is important. Families are supported and signposted where necessary.

Children who volunteer to work as Play Leaders on the playground receive guidance on how to deal with any witnessed incidents which may constitute a form of bullying, both from the victim(s) and the perpetrators(s) point of view. They are taught to inform an adult of the incident they have witnessed or had reported to them.

The lunchtime supervisors, teaching assistants and teachers are all trained in safeguarding and child protection and work closely to observe and monitor any situations.

Where pupils do not respond to preventative strategies to combat bullying, the school will take appropriate action to deal with persistent bullying. Parents will always be informed of these situations.

Sanctions may include:

Removal from the group or class

Withdrawal of break and lunchtime privileges

Withholding participation in any school events that are not part of the National Curriculum

Temporary fixed term suspension- internal or external, for a set period of days

Where serious violence is involved and as a last resort, the Headteacher can permanently suspend a pupil

This policy will be reviewed in line with the School Improvement Plan, which is every three years or earlier if a new initiative is implemented or is necessary.