

# West Ashton Church of England Primary School



## Anti-Bullying Policy

Date: March 2024

Review date: March 2025

‘You will shine among them like stars in the sky’

Philippians 2:15

We want every child to feel safe at school. Bullying is a very clear infringement of our vision and school Christian values and we do not tolerate any form of bullying in school or out of school where it involves children attending West Ashton Church of England Primary School.

West Ashton Church of England Primary School actively promotes positive interpersonal relations between all members of the school community. We respect British Values and ensure that all protected categories are enabled to thrive alongside their peers in our school, we respect all children and expect them to take responsibility for ensuring our school remains the type of place everybody wants to be.

### Principles

- We want a school and community free from all forms of bullying, including cyberbullying.
- We want people in our school community to value difference.
- We think everyone has a right to be safe online.
- We want bullying never to be acceptable online, offline, at home or at school.
- We want to use technology to report bullying if it occurs in or out of school so we feel safe when reporting (e.g. text message / email).
- We want a relevant, useful and practical anti-bullying policy the whole school community reviews regularly so we can change parts that don't work.

### Definition of bullying

The Anti-Bullying Alliance defines bullying as:

*“the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.”*

Our children describe an incident of unpleasant behaviour done by accident as rude; an incident of unpleasant behaviour done on purpose as mean; but unpleasant behaviour done **Several Times On Purpose (STOP)** as bullying.

We classify any behaviours that hurt another, either physically or emotionally, if they are carried out repeatedly as bullying.

We recognise the severity of the impact of being bullied on an individual, and that these effects can continue long past the actual incidents of bullying have ended.

Children who are bullied are more likely to:

- have low self-esteem
- develop anxiety or depression
- become socially withdrawn, isolated and lonely
- have lower academic achievements due to avoiding or becoming disengaged with school
- be unable to form trusting, healthy relationships with friends or partners in the future

We also recognise that there are negative long-term effects on individuals who have been bullies. Children who frequently bully are more likely to:

- drop out of, or be expelled from school
- engage in criminal behaviour
- develop depression or anxiety
- be abusive towards their partners, spouses or children as adults

In addition there are impacts on those who are around bullying behaviour. Children who witness bullying are more likely to:

- feel powerless
- live in fear and guilt

### **Forms of bullying**

- physical violence such as hitting, pushing or spitting at another pupil
- interfering with another pupil's property, by stealing, hiding or damaging it
- using offensive names when addressing another pupil
- teasing or spreading rumours about another pupil or his/her family
- belittling another pupil's abilities and achievements.
- writing offensive notes or graffiti about another pupil
- excluding another pupil from a group activity
- ridiculing another pupil's appearance, way of speaking or personal mannerisms
- misusing technology (internet or mobiles) to hurt or humiliate another person

### **Links with other school policies/procedures**

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Online Safety Policy
- Home School Agreement

### **Participation & consultation process**

We will ensure that we provide and collect information regarding this policy through:

- survey/questionnaires distributed to pupils, parents and school staff
- obtaining the views of our School Parliament
- monitoring evaluation and review

### **Responsibilities of all stakeholders.**

#### The Responsibilities of Staff

Our staff will

- foster in our pupils self-esteem, self-respect and respect for others
- demonstrate by example the high standards of personal and social behaviour we expect of our pupils
- discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens
- be alert to signs of distress and other possible indications of bullying

- listen to children who have been bullied, take what they say seriously and act to support and protect them
- report suspected cases of bullying to our designated teacher for child protection
- follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken
- deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures

### The Responsibilities of Pupils

We expect our pupils to:

- refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity
- intervene to protect the pupil who is being bullied, unless it is unsafe to do so
- report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances

*Anyone who becomes the target of bullies should:*

- not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets

### The Responsibilities of Parents

We ask our parents to support their children and the school by:

- watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying
- advising their children to report any bullying to a member of school staff such as their class teacher or the head and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils
- advising their children not to retaliate violently to any forms of bullying
- being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken
- keep a written record of any reported instances of bullying
- informing the school of any suspected bullying, even if their children are not involved
- co-operating with the school, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves

### The Responsibilities of All

Everyone should:

- work together to combat and to eradicate bullying

### **Preventative measures**

- Within the school community we work together to ensure everybody feels safe, has respect and strives for their best in all they do. The youngest students are supported by the oldest pupils to ensure they feel safe and secure.

- All staff members, especially our ELSA, works to ensure all pupils feel safe and secure within our school and confident to talk about any issues they may have.
- Teachers operate an open and honest classroom environment where issues are discussed and discussions support all children to understand what is bullying and what is unacceptable behaviour.

### **Procedures for dealing with incidents of bullying behaviour**

Steps taken to support and respond to the needs of both bullied and bullying pupils:

- records kept
- action which may be taken
- contacting parents/carers of all pupils concerned in the bullying incident
- investigation
- feedback to those concerned
- sanctions
- contacting relevant professionals eg. EWO, Behaviour Management Team, Education Psychology

### **Continuous professional development of staff**

All staff will cover, as part of their annual safeguarding training, the importance of ensuring all children are listened to and that procedures to record incidents of bullying are recorded and filed correctly. As part of our safeguarding induction, all staff will understand the signs of bullying and how to support children who have been bullied or who have committed acts of bullying.

In addition, staff deliver anti-bullying lessons and assemblies throughout the year and in doing so ensure they are up to date with best practice and fully understand both School and national guidelines.