

# Abbey Lane Primary School



## Anti-Bullying Policy

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## Anti-Bullying Policy

People are bullied for a variety of reasons – and for no reason.

Specific types of bullying include:

- Bullying related to race, religion or culture (See note 1)
- Bullying related to special educational needs (SEN) or disabilities
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation (See note 2)
- Bullying related to home circumstances

Bullying can take place:

- Between pupils
- Between pupils and staff
- Between staff
- Between staff and parents
- Face to face
- Indirectly
- Using a range of cyber bullying methods (See note 3)

**Bullying may be defined as ‘Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.’**

**At Abbey Lane Primary School, bullying is unacceptable.**

### Anti-bullying strategies

The aims of our anti-bullying strategies and intervention systems are:

- To encourage good behaviour and respect for others.
- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil.
- To apply disciplinary sanctions to the pupil/s causing the bullying and ensure they learn from the experience.

Preventative strategies include:

- Effective school leadership that promotes an open and honest anti-bullying ethos.
- Use of curriculum opportunities (in particular, RHE lessons are used to discuss issues around diversity and draw out anti-
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- bullying messages.)
- The use of anti-bullying week in November each year is used to raise awareness of the negative consequences of bullying.

- Raising awareness and promoting understanding about different forms of bullying, for example, cyberbullying.
- Ensure the anti-bullying policy, including key messages, remains high profile.
- Engaging all stakeholders in the process of developing the school anti-bullying policy and promoting open and honest reporting.

## **Disciplinary sanctions**

Sanctions need to be applied fairly, proportionately, consistently and reasonably, taking account of any special educational needs or disabilities that pupils may have and taking into account the needs of vulnerable pupils.

Sanctions for bullying are intended to hold pupils who bully to account for their behaviour and ensure that they face up to the harm they have caused and learn from it. They also provide an opportunity for the pupil/s to put right the harm they have caused.

In conjunction with disciplinary sanctions, there are a range of strategies that we use in school to combat bullying. These include:

- Engaging with parents when issues of bullying come to light, whether the child is the one being bullied or the one doing the bullying.
- Use of the mentor system within school to support pupils.
- Short and long term monitoring of incidents to establish whether the action has prevented recurrence of the bullying and ensured that the pupil being bullied feels safe again.

## **Reporting and recording incidents of bullying**

All incidents of bullying are recorded and reported to the Local Authority. Keeping records of bullying incidents enables school to:

- Manage individual cases effectively.
- Monitor and evaluate the effectiveness of strategies.
- Celebrate the anti-bullying work of the school.
- Demonstrate defensible decision making in the event of complaints being made.
- Identify any developing trends.

## **In line with the behaviour policy other sanctions will be used such as:**

- Counselling
- Verbal reprimand
- Removal of privileges
- Lunchtime detention
- Lunchtime exclusion
- Exclusion from school trips / visits
- Period of school exclusion
- Permanent exclusion (in exceptional circumstances)

## **Management and Monitoring**

The issue of bullying should feature regularly in assembly themes and be discussed at meetings of the School's Council, in Professional Development Meetings (PDMs) and at appropriate meetings with parents.

A copy of the policy is available on the school website. A paper copy will be made available to parents on request.

Governors will support the school in the implementation of this policy. Parents with individual complaints will be referred to the relevant member of staff, the Headteacher or the Chair of Governors.

The Headteacher will ensure that the correct procedures are being consistently applied in school.

Outside agencies may be consulted for advice and support, for the school and for individuals.

Copies of the incident report should be given to the Headteacher who will report the statistics to the Local Authority.

Abbey Lane Primary School will continue to review general and specific induction and professional development and identify how to ensure staff training reflects the anti-bullying policy and practice of the school.

The policy will be reviewed annually.

Reviewed September 2022

## **Note 1: Bullying around race, religion and culture**

- Racism and bullying have no place at Abbey Lane Primary School. Every child deserves respect and a safe learning environment whatever their racial or religious background.
- The term racist bullying refers to a range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalized, excluded, powerless and worthless because of their colour, ethnicity, culture, faith community, national origin or national status.
- While all occurrences of racist bullying are racist incidents, not all of the latter necessarily amount to bullying.

## **Note 2: Bullying around sexual orientation (homophobic bullying)**

- Every child has the right to learn free from the fear of bullying and this includes homophobic bullying, which is motivated by a prejudice against lesbian, gay, bisexual or transgender people.
- Homophobic bullying can be hard to identify, but can be experienced by pupils who are/or think they may be gay, pupils who are different in some way, pupils who have gay family members or friends or school staff who may or may not be gay.
- Homophobic bullying can happen in primary schools. Pupils may not know what the words mean, but can use homophobic language against others as a form of bullying.
- Casual homophobic language can be common in school and will be challenged when it occurs.

## **Note 3: Cyberbullying**

- Cyberbullying can be defined as the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else. It can be an extension of face to face bullying, with technology providing the bully with another route to harass their target.
- Research into the extent of cyberbullying indicates that it is a feature of many people's lives. It also affects members of school staff.
- Cyberbullying, along with all other forms of bullying, will be recorded and monitored. The Education and Inspections Act 2006 include legal powers that relate more directly to cyberbullying and the conduct of pupils when they are off the school site.

## Advice for parents

### Some of the things to watch out for as possible signs of distress in your child might be:

- a reluctance to go to school which is unusual
- 'aches and pains' or 'feeling sick'
- requests for extra money
- damaged clothing without explanation
- bruising
- unusually quiet or withdrawn behaviour

### If you suspect that any of these signs may be as a result of bullying:

- talk to your child – let them know you want to help
- take an interest in your child's social life – friendships, playtime, the journey to and from school
- remain calm and try to establish the facts– it will help your child to cope better
- keep notes about what, when and where things may have happened
- monitor closely the use of mobile phones/internet
- contact your child's teacher– your information will be valuable in helping staff to support your child
- support the school if further action needs to be taken.

### What will happen?

- The school will investigate your concerns as soon as possible and keep you informed.
- Support will be given to you and your child.
- All incidents regarded as bullying will be recorded.
- Appropriate action will be taken against the bullies
- Parents of others involved may be contacted.

### Parental Responsibility

- Parents are expected to act reasonably and appropriately when liaising with the school to deal with any alleged bullying incidents. **Abusive or threatening behaviour from parents is unacceptable and is not helpful in resolving matters.**
- Parents should also be aware that incidents cannot always be resolved immediately and may take a little time to investigate.
- Though it happens very rarely, there have been occasions when staff have been subjected to abusive and threatening behaviour from parents whilst carrying out their contractual duties and following school procedures. Governors deplore this kind of behaviour and, if necessary, will refer such incidents to the Complaints Committee. In more serious cases parents will be banned from the school premises and legal action may be taken against them.