Abbey Hill Primary and Nursery School

Whole School Anti Bullying Policy

Adopted in March 2016

Next review March 2018

Introduction

At Abbey Hill Primary and Nursery School we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them to be the best they can be.

We work hard to ensure pupils feel safe in school, that they understand the issues relating to safety, such as bullying and that they feel confident to seek support from school should they feel unsafe.

We would also want parents to feel confident that their children are safe and cared for in school and incidents when they do arise are dealt with promptly and well.

The school is aware of its legal obligations and role within the local community supporting parents and working with other agencies outside the school where appropriate.

Policy Development

This policy was formulated in consultation with the whole school community with input from members of staff, governors and children. Pupils also contribute to the development of the policy e.g. through the school council, assemblies, circle time discussions.

During Anti Bullying Week the school council wrote a child friendly leaflet which is displayed in classes and around school and was sent home after Anti Bullying Week.

Parents have attended a work shop and a group will be drawing up a parent friendly leaflet and webpage.

This policy is available in several places and formats:

- In this version from the school office
- In this version on the school website www.abbeyhillprimaryandnurseryschool.co.uk
- In a child friendly version in the school reception area and sent home to every child
- In a shorter version written by parents in the school reception area and sent home

Roles and Responsibilities

The head teacher has overall responsibility for the policy and its implementation and for liaison with the governing body, parents and carers, the LA and outside agencies

The nominated governor with responsibility for anti-bullying is **Miss Sam Jeffs** and the anti-bullying coordinator is **Miss Carole Deakin**. Miss Deakin has general responsibility for handling the implementation of this policy and will:

- Develop and review the policy with pupils, staff, governors, parents and carers and relevant local agencies
- Implement the policy and monitor and assess its effectiveness in practice
- Ensure evaluation takes place and that this informs policy review
- Manage bullying incidents
- Manage the reporting and recording of bullying incidents
- Assess and coordinate training and support for staff and parents and carers where appropriate
- Coordinate strategies for preventing bullying behaviour

Definition of Bullying
'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'. (*Safe to Learn: embedding anti bullying work in schools 2007*)
Bullying differs from teasing or falling out between friends or other types of aggressive behaviour in that:

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Although bullying can occur solely between individuals it can also often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'. It can occur between children, staff and children and between individuals or groups.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexist, racist or homophobic bullying and when children with disabilities are involved.

What does Bullying Look Like?
Bullying can include the following, some of which were listed by the children and the school council. teasing people
- being mean or rude everyday
- making offensive comments
- hurting people's feelings or making them feel worthless
- physically hurting someone
- taking, hiding or damaging other people's belongings
- cyber bullying - unkind text messaging and e mailing; sending offensive or degrading images by phone, email or on the internet
- producing offensive graffiti
- name calling and inappropriate language such as homophobic language
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Why are children and young people bullied?
Specific types of bullying include:
- Hate crime related bullying of children with special educational needs or disabilities, homophobic bullying or related to race, religion or culture
- bullying related to appearance or health
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist bullying

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Where might bullying take place?
Bullying is not confined to the school premises and may persist outside school, in the local community, on the journey to and from school.

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims

Bullying can take place between:
- young people
- young people and staff
- staff
- individuals or groups

Reporting and Responding to Bullying
Our school has clear systems to report bullying for the whole school community (including staff, parents and carers and children). This includes those who are the victims of bullying or have witnessed bullying (bystanders).
- Children are encouraged to tell an adult, usually their class teacher, but all adults in school are aware of how to address issues of bullying
- Children can also tell their parents, or a friend who may tell an adult on their behalf. These systems are outlined in the pupils' anti bullying leaflet, compiled by the school council
- Adults are encouraged to speak to another adult, in the first instance the head teacher, or if this is not possible, the deputy head, staff governors or other appropriate adult

Procedures
All reported incidents will be taken seriously and investigated thoroughly. The school may
- Interview all involved parties
- Inform parents of those involved
- Employ a range of responses appropriate to the situation e.g. work with groups of children, individual work with the victim and/or perpetrator, referral to outside agencies
- Refer to the school behaviour policy and consider how these may be applied to the situation and what actions may be taken if the bullying persists
- Follow up and monitor the situation and those involved
- Support the victim and formulate strategies for improving the behaviour of the bully and preventing further incidents.

Recording Bullying and Evaluating the Policy
Bullying incidents will be recorded in the appropriate book by the member of staff who deals with the incident. This is kept in the school office.
This information will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and the further development of the policy. It will be presented to the governors as part of the annual report.

How the School Works to Prevent Bullying
These points are taken from suggestions by the children and school council.
- Being a friendly school where everyone knows everyone else
- Being part of a school where all ages play together
- Being in a school like a family
- Having teachers who deal with problems when they happen
- Having teachers who hold the children responsible for their actions
- Having children who say when they have done something wrong
- Having children who look out for each other
- Making sure children have a good understanding of bullying

Other Strategies for Preventing Bullying
As part of our commitment to the safety and welfare of our pupils we at Abbey Hill have developed the following strategies to promote positive behaviour and discourage bullying:

- Use of the STOP logo – Bullying is   **S**everal **T**imes **O**n **P**urpose
                                What to do   **S**tart **T**elling **O**ther **P**eople
- Delivery of SEAL programme including anti-bullying unit and PHSE lessons
- Involvement in Healthy Schools activities
- Participation in Anti-Bullying week annually in November
- Specific curriculum input on areas of concern such as cyber bullying and internet safety, delivered by outside providers e.g. the community police
- Self-esteem groups delivered by school staff
- Work with the school council
- Information and support for parents and carers
- Whole staff training and development
- Involvement of counselling where appropriate
- Setting up of Playground Partners
- Parents' events and information

Links with other policies and why

Policy	Why
Behaviour Policy	Rewards and sanctions
Safeguarding Policy	Child protection
Acceptable use of ICT Policy	Cyber bullying and e-safety
Equalities Policy	Hate crime (homophobia, race and disability)
Confidentiality Policy	Reporting and recording

Reference documents and related policy documents

National
Ensuring Good Behaviour in Schools- A summary for Heads, Governing Bodies,
Behaviour and Discipline in School- Guide for Head Teachers and School Staff July 2011
Preventing and tackling Bullying – Advice for School Leader, Staff and Governing Bodies

Local
Nottinghamshire County Council Anti-bullying Policy (Revised 2011)
Anti-bullying Policy Development: Guidance for schools (2009)

Useful organisations

Anti-bullying Alliance (ABA) - www.anti-bullying.org
Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.

Mencap – www.mencap.org
Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.

Stonewall – www.stonewall.org.uk
The lesbian, gay and bisexual charity

Educational Action Challenging Homophobia (EACH) – www.eachaction.org.uk
Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a free phone helpline.

School's Out – www.schools-out.org.uk

Beatbullying – www.beatbullying.org.uk
Beatbullying is the leading bullying prevention charity in the UK and provides anti-bullying resources, information, advice and support for young people, parents and professionals affected by bullying.

Childnet International – www.childnet-int.org
Childnet International - The UK's safer internet centre

References Documents and Related Policy/Guidance

National Documents
Safe to Learn- DCSF Guidelines
Embedding anti-bullying work in schools – DCSF-00656-2007
Homophobic bullying – DCSF – 00668-2007
Cyber bullying – DCSF – 00658-2007
Bullying Involving Children with Special Educational Needs and Disabilities – DCSF 00372-2008
www.teachernet.gov.uk/publications

Cyber bullying - supporting school staff – www.teachernet.gov.uk/publications
Cyber bullying - A whole school community issue - www.teachernet.gov.uk/publications
Strategies for preventing bullying

The policy will be reviewed and updated annually.

Next review date – March 2018