



## **Anti Bullying Policy**

### **Definition:**

Bullying can be described as a deliberate act done to cause distress in order, to give a feeling of power, status or gratification to the bully. It can range from name calling, teasing threats and extortion, through to physical assault on persons and or their property. It can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.

At Church of the Ascension we all work together to create a happy and caring, learning environment where children can achieve their full potential. Bullying, either verbal, physical or indirect will not be tolerated.

Bullying is covered through careful planning throughout the curriculum in a variety of ways. All staff are aware of the procedures to follow if an allegation of bullying is made.

Younger children tend to see minor incidents as bullying. Older children are clearer on what constitutes as bullying. It is important to acknowledge isolated incidents that may, if carried out persistently, constitute bullying. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

### **Strategy for dealing with bullying**

At Church of the Ascension Primary School, we believe that there are three ways in which bullying can be addressed.

#### *Preventative:*

The following points are all adopted at Church of the Ascension Primary School:-

- Anti-bullying and issues surrounding bullying are covered extensively through careful planning of the curriculum in PSHE, RE, focus weeks, posters and theatre groups.
- Staff and pupils are expected to model positive behaviours.
- Children are empowered and encouraged to be able to speak up and talk about bullying if it occurs.
- Through School Council who speak on behalf of the children, we have implemented Playground Pals, lunchtime clubs and activities.
- The School Behaviour Policy clearly states what behaviours are acceptable or unacceptable, and what the consequences of such choices may be. The policy also outlines rewards for pupils making the correct behaviour choices.

- *Restorative:*

If incidences do occur, it is important to ensure that the victims of bullying have focus, as well as the perpetrators of bullying. Support may include:

- Nurture groups including Circle of Friends.
- Circle time in response to specific incidents, in addition to weekly PSHE lessons.
- Promotion of positive behaviours and team work through specific events
- Sanctions imposed through The School Behaviour Policy.
- Restorative conferences, whereby victims and perpetrators can talk about the issues affecting them and their feelings.

*Responsive:*

It is important to deal with confirmed incidences or alleged incidences of bullying as soon as possible. At Church of the Ascension Primary:

- All complaints are taken seriously and investigated fully, in compliance with School Complaints Procedure.
- Reporting of alleged incidences usually come from parents or carers. In cases such as these, the school will maintain communication with parents and carers, particularly to feedback.
- Where necessary and appropriate the incident will be logged in the school's behaviour log.

Parents may not always be involved in every incident. If it is felt that the incident is sufficiently serious or persistent, and cannot be dealt with appropriately in school, then the school may invite parents into school to discuss issues. Sanctions imposed are driven by the Behaviour Policy.

### **The Role of the Teacher and Other Staff**

All staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Staff attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. Incidents of bullying should be dealt with by the child's class teacher in the first instance and if necessary referred to the Key Stage Leader, Deputy Head or Headteacher.

### **The Role of the Headteacher**

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request. The headteacher ensures that the school ethos has anti-bullying as high profile, all children know that bullying is wrong, and that it is unacceptable behaviour. The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important

and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The Role of Governors**

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately with regard to the school's Behaviour Policy.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him to conduct an investigation into the case and to report back to a representative of the governing body.

### **The Role of Parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

February 2018  
To be reviewed February 2021