



Aston Lodge Primary School

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Aston Lodge Primary School

Anti-bullying Policy

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Aims

- To ensure that all people at Aston Lodge Primary School, regardless of age, religion, gender or race, can fulfil their role, either as a pupil or member of staff, free from fear of any physical, verbal or mental bullying, either overt or covert.
- That all partners in the school community, that is Staff, Governors, Parents and children understand that they have a shared responsibility to prevent or stop bullying when it occurs.

Objectives

1. That the school takes action to prevent bullying wherever possible and that all stakeholders in the school have an understanding of what bullying is and why it is unacceptable.
2. That an ethos is developed in the school that does not tolerate bullying in any form.
3. That incidents of alleged bullying will be investigated and where bullying is found to have occurred action to deal with it will be taken.

Definition of bullying

Bullying may be defined as 'behaviour by one or more people which produces damaging or hurtful effects, physically or emotionally to any individual'.

The 'Action Against Bullying' pack (DfEE) describes bullying as:

- The wilful, conscious desire to hurt or threaten or frighten someone else by a pupil who has some sort of power over a victim.

The 'power' might be:

- Psychological/emotional pressure;
- A greater physical strength (abused if an older child bullies a younger one);
- Greater number (abused if a gang of pupils bully a single child).

Bullying behaviour may include:

- Physical action e.g. hitting, kicking;
- Continually picking on someone/ excessive teasing;
- Name calling;
- Sending nasty notes, texts, emails, leaving nasty messages on social networking sites;
- Spreading rumours;
- Threatening someone;
- Isolating/ not talking to someone;
- Excluding someone from the group;
- Taking/ hiding/ damaging possessions etc.

Such deliberately hurtful behaviour is often repeated over a period of time and it is difficult for those being bullied to defend themselves.

Who are the victims?

Any child can be bullied. Certain risk factors may make a child more likely to become a victim of bullying, e.g.:

- Lacking close friends;
- Being shy;
- Being sheltered / over protected at home;
- Being 'different' in some way to other children;
- Racial / cultural differences;
- Being a child who behaves inappropriately towards others (e.g. spoiling games etc.).

Bullying is NOT when children fall out or do not get on with each other.

NONE of these characteristics can excuse allowing a child to be bullied.

Strategies for the school to use

1. That everyone in our school takes action to prevent bullying wherever possible:

- By making children and staff aware of problem areas such as toilets, cloakrooms, playtimes and lunchtimes;
- By maintaining an appropriate level of supervision through reporting procedures at playtime, lunchtime;
- By monitoring reporting/recording procedures. Records to be made if incident is "worthy of note" (A guiding principle).
- By ensuring staff are regularly reminded/ asked to 'flag' up vulnerable children;
- By encouraging all children to report incidents that they regard as bullying, either of themselves or of other children;
- By talking to the children regularly in class, using Circle Time in every class including Nursery (Foundation1), in Collective Worship/Assemblies;
- By making 'vulnerable' children known to teachers, teaching assistants, lunchtime supervisors.
- By making this policy document available to all concerned;

2. That an ethos is developed in the school that does not tolerate bullying:

- By staff setting an example to the children in the way they treat children and each other;

- By building up the self esteem of every member of our school community;
- By positive behaviour, teaching and management of children;
- By creating an atmosphere of mutual respect and tolerance.

3. That where bullying does occur it is recognised and dealt with in line with this policy:

- By encouraging the reporting of all incidents perceived as bullying;
- By involving parents at an early stage whenever bullying is recognised as ongoing and NOT an isolated incident;
- That all staff are kept informed of individual concerns through staff meeting briefings (and other where necessary);
- Any physical harm is dealt with under the school's Behaviour Policy and may lead to Exclusion.

The Process of Dealing with Bullying

1. Any allegation of bullying is investigated immediately by whoever receives the allegation.

- Could the incident have occurred?
- Are there any witnesses?
- Has the alleged bully been involved in previous incidents, either with the same children or someone else?
- Do other members of staff have insight on the incident, people involved?
- It is essential to speak to all children involved, individually, and collectively where appropriate.

2. If there is no conclusive evidence that the incident was bullying it should still be reported to the Head teacher or Deputy Head teacher, and record kept if 'worthy of note'.

4. If bullying has occurred it should be reported immediately to the Head teacher.

- The incident then should be recorded and notes or additional information kept.
- The victim will be reassured.
- The bully will be warned that any further bullying of the same child or other children may warrant parental involvement and could in certain circumstances lead to 'exclusion'. Any other appropriate form of punishment or sanction will be given e.g. loss of privileges, kept in at playtime etc.
- The class teacher will then be asked to monitor those involved and the Head teacher, class teacher and teaching assistant will endeavour to reassure and check on the victim regularly after the incident, giving them the opportunity to talk if the bullying is continuing.

4. In the event of further incidents of bullying or in the case of a serious level of bullying:

- The head teacher will immediately contact the victim's parents;
- The bully's parents will be informed of the incident(s) and an appointment made for them to come in to school to discuss further action;
- Each incident will then be dealt with individually, depending on what has occurred and the support offered by the bully's parents;
- Severe or repeated bullying could lead to exclusion but in all instances, the future behaviour of the bully will be closely monitored;
- The victim will be closely supported and regular contact maintained with the parents;
- Any identified "bully" will be required to show reconciliation and restoration. Records will be kept in a Home School Behaviour Diary.

PROVISION FOR PUPILS WITH SPECIAL EDUCATIONAL NEEDS (SEN) AND / OR DISABILITY.

The SENCO (Special Educational Needs Co-ordinator) will liaise with teachers and the Head teacher in the event of any bullying incidents or perceived incidents.

All of the above arrangements will be followed plus making sure that the child's specific needs are met and supported throughout the investigation of any incident.