Ashfield Valley Primary School

Together Everyone Achieves More

At Ashfield Valley we care for and value every child in a nurturing, inclusive environment.

All members of our school community will work hard to ensure that every pupil achieves their full potential and has the opportunity to shine.

Anti-bullying Policy

1. Introduction

At Ashfield Valley Primary School, we take the view that bullying is action, repeated over time, taken by one or more children with the deliberate intention of hurting or weakening another child, either physically or emotionally.

We are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils. In line with the Equality Act 2010, it is essential that our school:

• Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;

• Advance equality of opportunity between people who share a protected characteristic and people who do not share it

• Foster good relations between people who share a protected characteristic and people who do not share it.

At Ashfield Valley Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their Local Authority's safeguarding team. This policy is closely linked with our Behaviour Policy, our Safeguarding and Child Protection Policy.

2. Aims

> We aim, as a school, to produce a safe and secure environment where all can learn without anxiety

> This policy aims to produce a consistent school response to any bullying incident, including cyber bullying that may occur, to ensure that all children understand what bullying, including cyber bullying is.

> We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school

> We will identify and protect vulnerable pupils and groups including those with special educational needs or disabilities; those going through a personal or family crisis; those suffering from a health problem; ethnic minority groups; cared for children and those with caring responsibilities, children with English as an additional language, children who identify as gay, lesbian, bisexual or transsexual.

3. Roles and Responsibilities

3.1 The role of Governors

❯ The Governing Board supports the Headteacher, SLT and the wider teaching team in all attempts to eliminate bullying from our school. The Governing Board ensures that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

❯ The Governing Board 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 Board responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Board notifies the Headteacher and asks her to conduct an investigation into the case and to report back to a representative of the Governing Board.

3.2 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 (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the Governing Board about the effectiveness of the anti-bullying policy on request.

❯ The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.

❯ 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.

3.3 The role of the staff

❯ Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class, by recording them on CPOMs, and that they are aware of in the school. These must be reported immediately to a member of the SLT.
If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.

❯ All incidents of bullying that occur outside lesson time, either in school, near the school or on the children's way home or to school, are logged by a member of the SLT. If any adult is aware of an act of bullying, they should report it to a member of the SLT.

> If, as staff, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying. We spend time talking to the child who has bullied; we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services

> 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

3.4 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

4. Types of Bullying

> ### Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

> ### Racist Bullying

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

> ### Homophobic, Bio phobic and Transphobic Bullying

This occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual or transsexual people.

5. Links with other policies

This policy is linked to our:

Behaviour policy

Child protection policy and coronavirus addendum to our child protection policy

Data protection policy and privacy notices

ICT and internet acceptable use policy

Online safety policy