



DEPARTMENT OF EDUCATION, SPORT AND CULTURE
Rheynn Ynsee, Spoyrt as Cultoor

ASHLEY HILL PRIMARY SCHOOL

Scoill Cronk Ashley

Onchan, Isle of Man, IM3 3LA

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ASHLEY HILL ANTI-BULLYING POLICY

Introduction

Bullying occurs to a greater or lesser extent in all schools. Recent serious events have highlighted the effect which bullying may have on some young people. Although there is bullying outside the school, there is concern about the amount of bullying which takes place in schools. Bullying may affect a young person's attitude to school and may therefore have a detrimental effect on the victims' attendance or school performance, which may result in the victims failing to achieve their potential. This bullying may be in the form of verbal, physical or cyber all of which may have serious consequences.

Policy

- All forms of bullying are unacceptable in school.
- It is the responsibility of all members of staff, parents/carers and pupils to take action against and discourage bullying.
- Pupils should be encouraged to talk about and report, instances of bullying to other pupils, teachers, their parents or family.
- Reports of bullying will be investigated and acted upon as quickly as possible.

Definition

Bullying involves the hurtful abuse of power. It can take several forms and be of varying seriousness.

"Bullying is the wilful, conscious desire to hurt, to threaten or to frighten someone else. To do this, the bully has to have some sort of power over the victim, a power not always recognisable to others. All bullying is manipulative, whether physical, verbal or psychological. Any behaviour which is the illegitimate use of power in order to hurt others is bullying behaviour".

Bullying is also continued abuse linked to any of the protected characteristics outlined in the Equality Act 2017.



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Types of Bullying

1. Verbal as in name-calling or disparaging personal comments.
2. Social as in being deliberately ignored, left out or shunned.
3. Material when possessions are stolen.
4. Mental as when threats are involved, or teasing/taunting occurs or any other action which causes emotional distress.
5. Physical action.
6. Cyber-bullying - texts/emails/social networking etc.

Seriousness of Bullying

This can depend on:

1. The effect on the victim of the bullying—either physically or emotionally.
2. The length of time over which the bullying has occurred.
3. The frequency of the bullying.
4. How personal, hurtful or spiteful the bullying is.
5. How deliberate and provocative the bullying is.

Prevention

Positive action needs to be taken to:

- Raise the awareness of staff, parents/carers and pupils, especially pupils who are new to the school, to the incidence of the various types of bullying in schools.
- Promote the message that all bullying is unacceptable.
- Promote the message that it is 'Right to Tell'.



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Anti-Bullying Code

- Every pupil has the right not to be bullied.
- Every pupil has the right to enjoy his/her learning and leisure free from intimidation, both in the School and in the surrounding community.
- Our School Community will not tolerate any unkind actions or remarks, even if these were not intended to hurt.
- Unkind action or comment may be called bullying if persistent or a group action.
- Reports of bullying will be dealt with seriously.

We are a 'telling' School—bullying is too important not to report.

Message

All members of the School Community must accept that bullying is serious, and that it can have some serious consequences:

For the victim of bullying:

- in causing them distress
- in affecting their enjoyment of life
- in affecting their performance and progress

For the culprits:

- as others will look upon them as 'Bullies'
- as they may be punished by their parents/carers or teachers
- as they may be excluded from school in serious cases

Excuses

Those involved in bullying behaviour often offer excuses like:

- "We were just playing."
- "It was just a carry-on."
- "It was just a bit of fun."

Pupils must learn that excuses like these are totally unacceptable and that what they are doing is bullying.



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Members of Teaching Staff

The members of staff play a central and essential role in the School's campaign against Bullying.

- They are the first point of contact for a victim of bullying.
- They are the first point of contact in some cases for parents/carers who notice something amiss
- They provide counselling for both the victim of the bullying and the culprit.
- They assess the seriousness of the bullying and refer serious cases to the School Leadership Team (SLT).
- They should also be watchful at all times within their own classroom situations for signs of bullying.

Parents/Carers

All parents/guardians should look out for the signs of bullying. These could include:

- Reluctance of pupil to go to school
- Unexplained absences
- Changes in behaviour (moodiness, unhappiness)
- Giving up on interests or hobbies
- Physical injuries

Action which parents/Carers can take if they think their child is bullied:

- Gently question child about how they are doing at school, whether they are enjoying school including playtimes and lunchtimes, or have favourite subjects.
- Contact the class teacher to discuss any worries or to alert the school about a possible problem.

Pupils

1. Pupils should set a good example to younger pupils by:

- Trying to ensure that they personally do not bully anyone else, even "in fun"
- Not making comments which could cause distress
- Helping to discourage others from bullying



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2. When they see or hear bullying, pupils could:

- Comment that it is bullying and that bullying is wrong
- Say that the person doing the bullying should be ashamed
- Say that the bullying behaviour will be reported
- Say that the person bullying will be in trouble if the teachers or parents find out

3. Pupils who are bullied should:

- Talk to other people about it (pupils, teachers, parents or other adults)
- Not feel guilty about being bullied—it is not their fault
- Not feel guilty about reporting it—they may be preventing other pupils from being bullied by the same person

4. Pupils who realise that they have been bullying someone should:

- Stop the bullying immediately
- Discourage others who have been involved in the bullying
- Resolve not to become involved in bullying again
- Reassure the victim of bullying that the bullying has stopped
- Ask for help if they find that they cannot stop bullying

General Guidelines/Procedures for Members of Teaching Staff

Minor Cases

Warnings:

1. Unofficial/not logged
2. Use School 'Consequences' procedure
3. Referral to SLT

Serious Cases

1. Referral to SLT



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School Leadership Team (SLT)

Action required of the SLT:

1. Play a leading role in promoting the School Policy against Bullying.
2. Investigate and take appropriate action on any reported cases of serious or persistent bullying.
3. In the case of cyber-bullying, this must be reported to the SLT immediately who will take the necessary steps to ensure the incident is dealt with.

This could involve:

- Counselling the victim of bullying and the culprit
- Involvement of the parents/carers of both the victim of bullying and the culprit
- Deciding on appropriate sanctions or punishment, including exclusion
- Keeping a careful record of any incident of serious bullying which would be held in a locked cupboard in the Head Teacher's office
- Reporting the matter to the Police in very serious cases
- Monitoring the success of the Anti-Bullying Policy in accordance with DESC policies

Reviewed: March 2019

Next review: March 2020

