



Department of Education, Sport & Culture
Rheynn Ynsee, Spoyrt as Cultoor
ASHLEY HILL PRIMARY SCHOOL
Scoill Cronk Ashley

ASHLEY HILL ANTI-BULLYING POLICY

Why does the school have an anti-bullying policy?

Bullying can have an impact on a child's ability to learn effectively and on their mental health. All education providers should provide a secure and happy environment free from threat, harassment, and any type of bullying behaviour. Therefore, having a robust policy can help promote a safe space for children to learn and grow in a positive way.

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

Ashley Hill School defines bullying as:

- 1) A Deliberate act.**
- 2) Ongoing.**
- 3) An imbalance of power.**

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.

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.
- Promote the message that all bullying is unacceptable.
- Promote the message that it is 'Right to Tell'.

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.
- 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

Members of Teaching Staff

The members of staff play a central and essential role in the School's efforts to prevent 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 refer 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:

- Contact the class teacher / Headteacher to discuss any worries or to alert the school about a possible problem.
- Where incidents happen outside of school, to work alongside parents, supporting them in pursuit of a positive outcome. This might include advising parents to speak directly to other parents or contacting the police.

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

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

- Speak to a member of staff immediately.

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

In all cases, the member of staff will take allegations seriously and follow the procedure:

1. Talk to the children involved, considering the seriousness of the incidents.
2. Use the behaviour policy to follow consequences.
3. Discuss with SLT member to consider whether the matter should be taken further.*

School Leadership Team (in this case, the Headteacher and/or Deputy Headteacher)

The SLT play a leading role in promoting the School Policy against Bullying.

* Action required of the SLT:

1. Following on from the actions of the Teaching Staff, the SLT will further investigate any incidents.
2. In most occasions, due to the age of the children in a Primary School setting, and especially where the information is not definitive, it will be essential to raise concerns as part of whole school staff meetings/briefings/bulletins in our 'Cause for Concern' agenda section. This will also be raised with all other staff, including Lunchtime Assistants. This will allow all staff to keep a close eye on any relationships where there are concerns.
3. Where the allegations meet the definition of bullying, the SLT will contact both the victim of bullying and the culprit's parents/carers to inform them of their findings and the consequences (in accordance with the school's behaviour policy).**
4. Where the allegations do not meet the definition of bullying, the SLT may still contact both sets of parents to confirm any findings of investigations and seek support to remind children of appropriate behaviour/actions due to potentially isolated incidents.

** in these cases it is particularly important that appropriate counselling of the victim takes place.

Cyber Bullying

Due to the school's policy on Mobile Phones, acts of cyber bullying will not occur during school time. The school is aware, however, that there can be cases of Cyber Bullying outside of school hours. In the event of being informed by a parent/carer of incidents, such as these, outside of school, the SLT may act in the following way:

1. Confirm to a parent that, due to this being outside of school hours, that the school cannot fully investigate nor provide consequences for any actions on personal devices.***
2. Provide alleged information to members of staff on a 'need to know' basis so they can ensure bullying behaviours do not come into school.
3. Remind the parent/carer that, should they be worried about the content sent to their child, that they should consider contacting the police or going directly to the other parent/carer.

*** the school will undertake E-Safety sessions as part of our Curriculum and may provide bespoke sessions if there is a particular issue of this type within a cohort.

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