



Aim High, Believe and Achieve

Anti-Bullying Policy

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Abbotswood Whole School Anti-Bullying Policy

1. Rationale

Abbotswood Primary School is a caring community where we encourage every child and adult to value and respect the feelings of others. **Bullying is regarded as totally unacceptable throughout the school.**

The school will strive, through its ethos and Curriculum, to prevent any instances of bullying before they occur by discussing the subject freely and openly. The school will operate a clear procedure so that such instance can be reported and dealt with effectively i.e. to help those being bullied as well as the child who is doing the bullying.

To meet our objectives, Abbotswood Primary School will establish an effective and efficient system of communication with pupils, parents and appropriate agencies to provide mutual information, advice and support.

2. Definition of Bullying

At Abbotswood Primary School we accept the following as a definition of bullying:

Bullying is when someone (or a group of people) picks on you, hurts you, calls you names, threatens or says nasty things about you, takes your things and friends away **and keeps on doing it**, making you feel frightened and/or unhappy.

It can be:

- 1. Physical** - hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings, etc.
- 2. Verbal** - name-calling, insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down, etc.
- 3. Emotional/psychological** - excluding someone from a group, humiliation, creating a feeling of danger, etc.
- 4. Sexual** - sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact, 'sexting' etc.
- 5. Electronic** - bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), hate websites, etc.
- 6. 'Hate' related** – any of the above linked to a child's race/ culture or religion, gender/ sexual orientation (actual or perceived)

Bullying is the abuse of power by one person or a group over another.

All of the types of behaviour listed above are unacceptable and will not be tolerated at this school.

Children who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns or lacking concentration. Children must be encouraged to report bullying in school. Our teaching and support staff are alert to the signs of bullying and will act promptly and firmly against it in accordance with this policy.

3. Aims

The Governors and staff at Abbotswood Primary School believe that bullying damages the way people feel about themselves, lowers self esteem, increases fears for safety and may affect their life as they grow up. It is an aim for everyone to:

- Not be scared to come to school



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- Feel able to trust one another
- Expect people to be kind
- Not be made fun of
- Not be made sad
- Have friends
- Feel safe

4. Anti-Bullying Measures

The following measures will be taken to create and support a culture where mutual respect and high self-esteem combat bullying :

- Apply whole school anti-bullying policy consistently
- Explicitly taught PSHE which addresses peer relationships, hate crime, and bullying.
- Establish and maintain a high profile for anti-bullying through an annual Anti-bullying week and regular references to respecting others in assemblies.
- Combatting cyber-bullying explicitly taught in the Computing Scheme of Work as well as focus lessons the first week of each term
- Buddy systems, where necessary
- Regular CPD for staff (including during Keeping Children Safe in Education briefings)
- Access to a school ELSA
- Bi-weekly triage meetings (Head of School, SENCo & Family Support) to identify and monitor any vulnerable meetings
- Termly Pupil Progress meetings where all aspects of the children's welfare is discussed, including friendship issues
- Involve pupils in developing anti-bullying strategies
- Relate bullying issues directly to the school's values, ethos and behaviour policy
- Monitor incidents of bullying

5. Procedures to follow

The following, consistent approach should be used when investigating allegations of bullying:

1. If bullying is suspected or reported, the member of staff who has been approached will discuss the incident with the victim and ascertain whether bullying has indeed taken place (as defined by this policy) or whether the child has been upset by breach of the school's rules of: READY, RESPECTFUL, SAFE, which can be dealt with in accordance with the school's behaviour policy. It will be recorded on CPOMs (as alleged bullying in the first instance).
2. Once an incident of bullying has been established, a clear account of the incident/s will be recorded and given to the Executive Head or Head of School. The Executive Head or Head of School will record details on CPOMs (as bullying).



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3. The Executive Head or Head of School will use the 'Restorative Conversation Approach' (Appendix 1) with the aim of finding a resolution where the 'bully(ies)' empathises with the feelings of the victim and agrees to alter their behaviour. This will be considered a notice to stop, where the perpetrator can alter their behaviour without a sanction in addition to those applied for breaches of the school's rules. Parents will be informally informed at this point, usually by phone, to reassure them that the matter is being resolved.
4. If further incidents occur, all children involved will then be re-interviewed and the parents of both parties informed. Should conflicting reports of the incident be reported, the Executive Head/ Head of School will determine what has occurred on 'the balance of probabilities'. At this point, sanctions may be applied to the perpetrator, depending on the type and severity of bullying. Outside agencies may be involved to provide support and advice.

The school will review this policy bi-annually and assess its implementation and effectiveness throughout the school.

Appendix 1 – Restorative Conversation Approach

Three steps:

Step 1: individual 'chats'. To reach an agreement that the student concerned is having a bad time in school and agree on individual action.

Step 2: follow up a week later. Follow up to find out about the effectiveness of individual action to celebrate success and, if appropriate, set new targets.

Step 3: half-hour group meeting – to establish long-term change

Conflict is most easily resolved when the people in conflict have a sense of a long-term future together.

Individual Chats:

1. Welcome the student into the room
2. Establish a relaxed atmosphere with no blame
3. Depending on the needs of the child, try to engage in eye contact
4. Remain calm and neutral
5. Say "I hear you've been unkind to X. Tell me about it."

Let the student talk. Avoid closed questions. Don't question if they complain about the bullied student.

6. Say "So, it sounds like x is having a bad time at school."

As soon as they agree, move on. If they say it's his or her fault, accept their viewpoint but still point out that they are having a bad time.

7. Say "I was wondering what you could do to make things better for x."

Accept suggestions. Don't bargain or question. Don't discuss how.

8. Say "Ok, I'll see you next week to find out how you are getting on."

Most common suggestions include:


- I'll stick up for him/her
- I'll stop bullying him/ her
- I'll be friends with him/her

Use this approach on the main protagonists initially and see what results you get and the effect this has on the less involved individuals. The art of it is to say as little as possible but listen to the child's responses.



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Appendix 2 – Child-friendly Anti-bullying policy






ARE YOU BEING BULLIED?



What is bullying?

Bullying is when someone (or a group of people):

<p>Says unkind things</p> 	<p>Stops people being friends with you</p> 	<p>Threatens you</p> 
<p>Sends unkind messages</p> 	<p>Takes your belongings</p> 	<p>Hurts you</p> 

and does any of these things more than once.

What to do if you think you are being bullied: TELL!

What happens when you tell an adult?

1. The adult will ask you what has happened and will decide whether is unkindness or bullying.
2. If someone has been unkind to you once, your teacher will tell that person not to do it again and they may have to miss a playtime.
3. If someone has been unkind to you more than once, your teacher will tell Mrs Willoughby or Mr Cockle.
4. Mrs Willoughby or Mr Cockle will speak to you and find out what has been happening and what you would like to happen to make things better.
5. They will speak to the person who has been bullying you and tell them to stop.
6. Mrs Willoughby or Mr Cockle will speak to your parents and let them know what has happened and what the plan is to make things better.
7. Mrs Willoughby or Mr Cockle will keep checking that things have got better over the next few weeks.