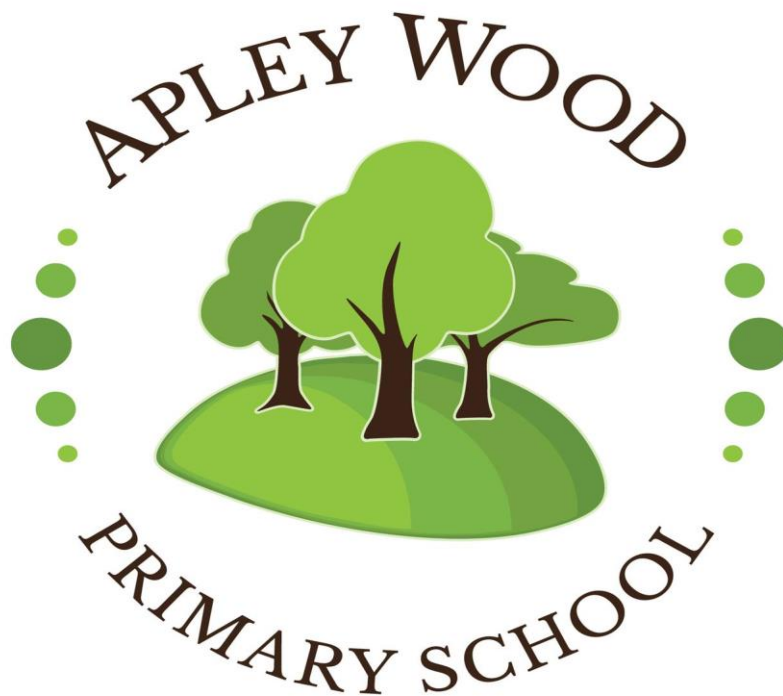


Apley Wood Primary School



Anti-Bullying Policy

Developed by: Senior Leadership Team	Autumn 2011
Approved by: Staff and Governing Body	Autumn 2011
Approved by: Safeguarding Squad and pupils	Autumn 2011
Monitoring and Evaluation: Senior Leadership Team and Governing Body	
Review Date: (Interim- light touch SLT review Oct 12) reviewed by Deputy Headteacher Spring 2015, Reviewed by Deputy Headteacher Summer 2017 Reviewed by Deputy Headteacher Summer 2019 Reviewed by Deputy Headteacher Autumn 2021 Reviewed and updated by Headteacher Autumn 2022 To be reviewed Autumn 2023	

Our Policy complies with:

Equality Act 2010, Keeping children safe in education September 2022. It should be read alongside our Positive Behaviour, Child on Child Abuse and Equality policies.

SCHOOL VISION STATEMENT

We believe that learning should be fun, purposeful and challenging. Through our effective curriculum we aim to equip each child with the skills they need for lifelong learning. We aim to develop confident learners, who take ownership of their learning and are proud of their achievements.

Through positive attitudes and partnerships we endeavour to develop the whole child, meeting individual needs in a safe and secure environment where differences are celebrated.

We believe that all members of our school community should work together to maintain a safe, clean and stimulating environment which encompasses not only the learning environment and school grounds, but the surrounding area also. We aim to promote sustainability and an awareness of wider global issues through our curriculum and the links made with our local and global communities.

We believe that good teamwork and positive partnerships- with individual children, the whole class, our colleagues, with governors, parents and the wider community will lead to effective teaching, high standards and successful learning.



Bullying is wrong and damages children, affecting their feelings about school and their learning.

We will do all we can to make sure that bullying does not happen.

In our school, bullying is seen as bad behaviour, unacceptable and we won't put up with it.

We aim:

1. To ensure that all children learn in a secure, caring and safe environment. This means they know they can learn, they are not afraid of being bullied and can get help if they need it.
2. To ensure children are taught an anti bullying programme to cover different types of bullying (racism, cyber bullying, physical. Emotional, gender/sexuality, we use the No outsiders programme in Character Education lessons and assemblies)
3. To have a consistent school response to any instances of bullying so everyone is treated in a clear and fair way.
4. To make clear what everyone's responsibilities are so that everyone understands.
4. To make everyone who is part of our school aware that we are against bullying.



WHAT IS BULLYING?

Bullying is deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual unwanted physical contact or sexually abusive or sexist comments
- Homophobic/Transphobic because of/or focusing on the issue of sexuality
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is not the *odd occasion* of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose.

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

SIGNS WHICH SHOW THAT BULLYING MIGHT BE HAPPENING

- Children who are being bullied may show changes in they way they behave, such as becoming shy and nervous, pretending to be ill, taking days off, clinging to adults, not wanting to go out to play or sticking by the lunchtime supervisor all lunchtime.
- There may be changes in work patterns, lacking concentration and not listening in lessons or truanting from school.
- We would like to think that at Apley Wood, pupils are encouraged to report all cases of bullying in school.

WHAT SCHOOL WILL DO AGAINST BULLYING

Apley Wood's teaching and support staff will look out for signs of bullying and will act straight away and deal with it.

We will:

- Never ignore suspected bullying
- Never make assumptions
- Listen carefully to all accounts
- Work with children to solve the problem
- Follow-up to check bullying has not started again
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- The Children's Safeguarding Team have written leaflets to support and advise pupils.(See appendix A)

Our Character Education curriculum and assembly offer teach children about their rights and responsibilities, British values and promote an anti bullying culture through our school rules of Be ready, Be respectful and Be safe.

THE FOLLOWING STEPS WILL BE TAKEN WHEN DEALING WITH INCIDENTS:

- If we think bullying is happening or it is reported, the incident will be dealt with immediately by the member of staff who has been told about it or has seen it
- A clear account of the incident will be written and recorded on CPOMS and investigated by the class teacher or senior lunchtime supervisor if appropriate.
- Incidents will be reported to member of SLT and where appropriate a member of SLT may interview anyone who was involved or who might have seen the incident
- The Deputy Head teacher or Head Teacher will be told about it.
- Parents/Carers will be informed and kept informed.
- Consequences will be used in line with the school's Positive Behaviour Policy.
- Advice and support may be sought from the Police Community Support Officer

PUPILS WHO HAVE BEEN BULLIED WILL BE HELPED BY:

- Offering an opportunity straight away to discuss the experience with a class teacher or member of staff of their choice
- Reassuring the pupil and making them feel better
- Offering support by checking up that bullying hasn't started again
- Making pupils feel better about themselves again



Support may be provided by staff in the year group team or through the Pastoral team – Inclusion Mentor, ELSA or nurture staff.

PUPILS WHO HAVE BULLIED WILL BE HELPED BY:

- Discussing what happened
- Find out why the pupil became involved in bullying
- Make them see that what they have chosen to do is wrong, admit it and accept the consequence. Complete the pupil behavior reflection record to enable them to reflect on their choices.
- Telling parents or carers what has happened so that they can help to change the attitude of the pupil and put things right

Support and intervention may be provided by staff in the year group team or through the Pastoral team – Inclusion Mentor, ELSA or nurture staff.

- May result in an Early Help Assessment being opened to access further support
- Governors may be asked to approve exclusions from school as a last resort

MONITORING, EVALUATION AND REVIEW

The Children's Safeguarding Team will review this policy every year with the head teacher/deputy Headteacher to check it is working. We will make sure everyone knows about our policy. Questionnaires or surveys completed by the whole school community will be used to gauge the effectiveness of the policy.

