



Bullying is present to a greater or lesser extent in all institutions. *All* members of the school community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious effect on a pupil's self esteem, emotional and mental health, which in turn prevents them from developing their full potential and can seriously affect their life chances. Our school's definition of bullying is:

Bullying can be defined as an abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to another person.

It can be:

Physical – hitting, kicking, stealing or hiding belongings, sexual assault.

Verbal – name calling, insults, offensive or sexual remarks, threatening language.

Relational/Psychological – social exclusion, spreading rumours or stories, graffiti, defacing property, displaying literature or materials of a racist, sexist or pornographic nature

Indirect. Defacing property, displaying literature or materials of a racist, sexist or pornographic nature.

Cyberbullying can include offensive or abusive text or Internet messages.

Bullying can take the following forms; racial, religious, cultural; SEN and disabilities; appearance or health conditions; related to home circumstances; homophobic; biphobic (sexual orientation); sexual; transphobic (gender identity).

Bullying, in any form, will not be tolerated at our school. This includes any member of the school community (staff, students, parents or governors). As a "listening and telling" school we are committed to the creation of positive and safe learning environments for all.

This policy is the outcome of consultation between all members of the school community (pupils, staff teaching and support, Governors and parents).

Purpose of the policy:

- To promote the schools aims and values
- To develop a positive and safe learning environment in which bullying will not be tolerated
- To promote inclusion, mutual respect, self-esteem and self worth in order to meet the physical, emotional and mental health needs of all members of the school community
- To raise the standards of behaviour and levels of achievement of all

Guidelines for implementing policy:

- There is a recognition that anyone can display bullying behaviour or be a target and that bullying can take many forms
- It is recognised that the Headteacher and Governing Body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy
- Children are encouraged to report all incidents of bullying, whether they are targets or bystanders
- All staff will respond to child, staff or parental concerns seriously and support the agreed procedures



Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he/she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to come to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do less well in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated.

Our proactive strategies include:

- We are a listening and telling school. This is the message that will be promoted at all times and with all audiences. There is an agreed collective responsibility to address any incidents of bullying observed.
- Annually the issue of bullying will be raised in order to maintain awareness of the issue through school assemblies and prominent pictorial displays and posters.
- Every opportunity to promote whole school initiatives such as anti-bullying week, theatre productions and external speakers will be taken.
- Ensuring children understand what bullying actually is and the difference between someone just doing something thoughtless or silly, or a minor fall out with their friend and genuine bullying.
- We use the STOP definition. All children are taught what is bullying, what they should do and have people who they can tell.
- We teach children that bullying is: Several Times On Purpose and the way to stop it is to Start Telling Other People



Procedures

- Pupils who are worried about bullying should report their concerns to an adult in school. This can be their class teacher or any other trusted adult. This adult will support them in reporting their concerns to a senior member of staff. Pupils are informed of how to report bullying during Anti-Bullying week and through PHSE lessons.
- Ashby Hill Top has an open door policy and staff are available to talk to parents daily. Parents can report concerns about bullying to their child's class teacher at the end of the school day or to a senior member of staff by dropping into school or via the telephone at any time.
- Staff (usually supported by the Headteacher or Assistant Headteacher) will decide if the incident is bullying or something less serious
- Staff must report bullying incidents to the Headteacher. A written log of bullying incidents is kept by the Headteacher. The Senior Leadership Team share an online behaviour log that helps to identify patterns of undesired behaviour.
- In the first instance, the child with bullying behaviour will be given the chance to change their behaviour through a discussion of how it is affecting their target etc. They will be asked to genuinely apologise. Further support may be put into place for child displaying bullying behaviour and/or target if required.
- In serious or repeated cases parents will be informed and will be asked to come in to a meeting to discuss the problem
- We discuss the issue with the child displaying bullying behaviour's parents separately to the target's parents
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying will be investigated and the bullying stopped as quickly as possible
- Our prime concern will be the support and protection of the target. Action will continue until the issue is satisfactorily resolved and the bullying ceases. The actions will be reviewed and modified in light of circumstances and if the bullying continues.
- Strategies to support targets will involve staff and children. Approaches such as circle of friends, restorative approaches, buddying and mentoring etc will be considered.
- When incidents of bullying occurring out of school, involving a child or children from Ashby Hill Top are reported to us, they will be fully investigated. Appropriate support/ sanctions will be put into place with the support of the parents and the Headteacher will consider whether it is appropriate to notify the police or other authority.

Peer on Peer Abuse

As per our Safeguarding Policy, this school recognises that children sometimes display abusive behaviour themselves and that such incidents or allegations must be referred on for appropriate support and intervention. Such abuse will not be tolerated or passed off as "banter" or "part of growing up". This abuse could for example include sexual assaults, initiation/hazing type violence, all forms of bullying, aggravated sexting and physical violence experienced by both boys and girls. The school and its staff will take all possible actions to ensure peer on peer abuse cannot go unnoticed through discussion at age-appropriate level, education activities such as 'Warning Zone', opportunities for disclosure etc.



Where specific risks are identified, a risk assessment will be undertaken in order to ensure the safety of all staff and pupils. Measures appropriate to the uniqueness of each situation would be put in place to minimise the threat to those concerned.

Outcomes

- 1) The child/children displaying bullying behaviour will have the consequences of their actions explained and they will be asked to genuinely apologise. Other consequences may take place, such as a removal of playtimes, etc.
- 2) Parent/s may be called in.
- 3) In serious cases, suspension or even exclusion will be considered
- 4) If possible, the pupils will be reconciled
- 5) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
- 6) Governors informed within HT report.
- 7) Outside support agencies may be involved.

Parents and the community will be encouraged to actively support the policy by signing the home-school agreement and promoting the schools Behaviour Policy.

- The School Council will include bullying as an agenda item at regular intervals.
- The Governing board and SLT will monitor bullying via staff meetings, reading questionnaire responses from children and parents and discussions with the School Council.
- Bullying will be addressed within the PSHE and Citizenship Curriculum and through assemblies and anti-bullying week activities
- All staff will receive training on the identification, prevention and management of bullying. The policy will be brought to the attention of all new staff.