



Abbey Hulton Primary School

Anti Bullying Policy

Headteacher	Lesley Brookes	Date	September 2024
Chair of Governors	Mike Bogg	Date	September 2024

Next Review: September 2025

Our Vision and Values communicate our high expectations to all stakeholders. We all work together to ensure our vision and values are at the heart of everything we do. Our nurturing and supportive approach ensures that children leave us as confident and respectful citizens, ready with the skills, knowledge and resilience for the next stage of their education.

ASPIRE Values

Awareness

Success

Perseverance

Integrity

Respect

Enjoyment

Vision Statement:

Our school is a happy, safe and inclusive place of learning where all children thrive. Through our school community learning together and working together, everyone is proud to attend every day, show integrity and develop tenacity. We all aspire to be the best we can be to achieve our full potential.

Mission Statement:

Working together to ensure pupils attend and teachers can teach.

Deepening understanding, through careful curriculum sequencing, consistent approaches and frequent repetition, to enable all children to learn, grow and achieve.

Motto

Governors, staff and pupils all contributed to the development of our new school motto. We all thought of the words that we wanted to be included in our motto and then we worked together to choose three powerful words that summarised our ambition and purpose:

- **Integrity** (Having strong moral principles: Inclusion/Respect/Trust/Honesty/Fairness)
- **Tenacity** (Hard work/determination/resilience/never giving up)
- **Pride** (Attendance/Achievement/Presentation/Success/Aspiration)

Abbey Hulton Primary School is a safe place, where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each other with respect and kindness.

Aims and purpose of the policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At Abbey Hulton Primary School, the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take appropriate measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain.

We are committed to improving our school's approach to tackling bullying. All incidents of bullying are logged, analysed and tracked by the Deputy Head Teacher. All bullying incidents are reviewed by the Pupil Wellbeing Team and are reported to Governors termly.

1. Definition of Bullying

Bullying is hurtful or unkind behaviour which is **deliberate** and **repeated**. Bullying can be carried out by an individual or a group of people towards an individual or group. The **STOP** acronym can be applied to define bullying: **Several Times On Purpose**.

The nature of bullying can be:

- **Physical:** Intentionally physically hurting someone (hitting/pushing/kicking/slapping etc), physically intimidating someone or using inappropriate, unwanted physical contact towards someone.
- **Attacking property:** Damaging, stealing or hiding someone's possessions
- **Verbal:** Name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- **Psychological:** Such as deliberately excluding or ignoring someone
- **Cyber:** Such as using text, email or social media to write hurtful things to or about someone

Bullying can be based on any of the following things:

- Race (Racist bullying)
- Religion or belief
- Culture or class
- Gender (Sexist bullying)
- Sexual orientation (Homophobic or biphobic bullying)
- Gender identity (Transphobic bullying)
- Special Educational Needs or disability (SEND)
- Appearance or health conditions
- Related to home or other personal situations
- Related to another group of vulnerable people (Eg elderly people, financially deprived people, people engaged with Social Care and other services)

NO FORM OF BULLYING WILL BE TOLERATED AND ALL INCIDENTS WILL BE TAKEN SERIOUSLY

2. Reporting Bullying

PUPILS WHO ARE BEING BULLIED: If a pupil is being bullied, they are encouraged to not retaliate. We encourage children to tell someone they trust about it, such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school to:

- Their class teacher or Teaching Assistant
- Pupil Wellbeing Team
- Any adult in school (Teachers, Teaching Assistants, Midday Supervisors, Office Staff)
- A Playground Leader or Buddy who, in turn, can help them report to a member of staff
- Tell an adult at home
- Report anonymously (Talk to Ted)
- Call ChildLine to speak with someone in confidence on 0800 1111

STAFF: All school staff, both teaching and non-teaching, have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher. Class teachers should then report to the Deputy Head Teacher, who will fully investigate.

SENIOR STAFF: The Senior Leadership Team and the Head Teacher have overall responsibility for ensuring that the Anti-Bullying Policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people. Mrs C Pearse, Deputy Head Teacher, is the Senior Leader with responsibility for Behaviour, including Anti-Bullying.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying, such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report any incidents of bullying to the school by telephone or in person. An appointment is not needed.

PUPILS: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying but should offer support to the victim and, if possible, help them to tell a trusted adult.

3. Responding to bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the incident on CPOMS.
- The Deputy Head Teacher will investigate the incident:
 - The Deputy Head Teacher and a colleague (usually a familiar adult who is well known to the child) will speak to each child individually. It is school policy that children are interviewed by two members of staff when investigating serious incidents.
 - The Deputy Head Teacher will then inform all parents of all children involved.
 - An Agreement of Respect is usually drawn up following any bullying incident to support future positive relationships. The Agreement of Respect Meeting is likely to involve PCSOs if the bullying has taken place outside of school.
 - Depending on the nature of the incident, an Anti -Bullying Behaviour contract may be drawn up in addition to the Agreement of Respect.
 - The incident will be recorded in the Deputy Head Teacher's Bullying Log.
- Staff will conduct regular, daily "Check Ins" with all children involved.
- The child who has been in receipt of bullying behaviour will be referred to the Pupil Wellbeing Team for pastoral support.
- The child who has engaged in bullying behaviour, will usually be referred to Pupil Wellbeing Team for an appropriate social intervention.
- The Class teacher will monitor any child who has been involved in bullying and inform the Deputy Head Teacher of any identified issues connected with the bullying incident.
- The Deputy Head Teacher, tracks and monitors all incidents of bullying. Termly Behaviour Analysis is shared with the Governing Body.

4. Bullying out of school

- Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during holidays, or in the wider community. The nature of cyber bullying in particular, means that it can impact on pupils' well-being beyond the school day. Staff, parents, carers and

pupils must be vigilant to bullying outside of the school and report and respond according to their responsibilities as outlined in this policy.

- Each incident of bullying is evaluated as an individual case. The Senior Leadership Team and Pupil Wellbeing Team will assess whether any other authorities (eg the police) need to be involved, particularly when actions take place outside of school.

5. Derogatory language

- Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. Such language will be challenged by staff and referred to a member of the Senior Leadership team who will record the incident on CPOMs. Consequences will be issued in line with the whole school Behaviour Policy and parents will be contacted.

6. Prejudiced-based incidents

- A prejudiced-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and may have a significant impact on those targeted. All prejudiced-based incidents are taken seriously and are recorded and monitored in school. The Deputy Head Teacher creates a behaviour report each term which is shared with the Governing Body.

7. School initiatives to prevent and tackle bullying

- The PSHE programme of study includes opportunities for pupils to understand different types of bullying and what they can do to respond to and prevent bullying.
- School Assemblies help to raise awareness of bullying and derogatory language.
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in Anti Bullying Week and Black History Month.
- The school values of Equality and Respect are embedded across the curriculum to ensure that it is as inclusive as possible.
- Stereotypes are challenged by staff and pupils across the school.
- Playground Leaders offer support to all pupils, including those who may have been the target of bullying
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with the School Council and the review of the Anti-Bullying Survey

8. Training

- The Head Teacher is responsible for ensuring that all school staff receive regular training on all aspects of the Anti-Bullying Policy.

9. Monitoring and Review

- The Head Teacher is responsible for reporting to the Governing Body on how this policy is being enforced and upheld via the Termly Report. The Governors are, in turn, responsible for monitoring

the effectiveness of the policy via the termly report and by in-school monitoring such as Learning walks or focus groups of pupils.

- This policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, parents, carers and governors.