



Sir Thomas Abney Primary School

ANTI-BULLYING POLICY

We all shine

Our School

We pride ourselves on being an inclusive school, where we celebrate diversity and difference and acknowledge the richness that this brings to our school community. We aim to provide opportunities for all children to access a broad, balanced and creative curriculum, regardless of age, attainment, ethnicity, language or background that is personalised to meet children's individual needs.

All members of the school community have many rights and one of them is the right to be safe. Our school maintains a caring approach to all members and we take seriously the responsibility we have towards the community we serve. We value and work towards the emotional health and well-being of all within the school. We aim to create a climate of respect in school where anti-social and bullying behaviours are never accepted or tolerated.

Definition

We understand bullying to be:

- Behaviour that causes emotional or physical harm to a target or group
- Repetitive, wilful or persistent
- Intentionally harmful, carried out by an individual or a group
- An imbalance of power, leaving the victim feeling defenceless

The focus of bullying is often related to race, gender, appearance, size, material possession, ability, sexuality, disability, family circumstances and other perceived differences.

While the school will make every effort to deal with bullying on the school premises and prevent bullying outside the school gates, we recognise that we cannot be held directly responsible for bullying that takes place off site by members of the school community, by people outside the school community or on journeys to school.

At Sir Thomas Abney, we encourage everyone to tell us about incidents that happen inside and outside of school, so that we can:

- Raise concerns and take steps as appropriate; e.g. alert the police to trouble spots and work in partnership with them by sharing information about bullying, perpetrators and gangs
- Talk to and alert colleagues in another school whose pupil's or adults are involved in bullying incidents of our school community
- Map safe routes to school in the event of someone being bullied on their journey to school

- Offer strategies to handle bullying on or off the school premises

Implementation

We shall endeavour to:

- Provide a safe environment in which all members of the community can raise concerns and know they will be acted upon immediately
- Use the curriculum, especially PSHCE, RE, SEAL and assemblies to raise awareness of the schools expectations
- Adhere to the behaviour policy that requires staff and all adults in the school community to model positive behaviours and to consistently apply the school's agreed way of working
- Encourage everyone to behave positively and reject anti-social behaviour in and out of school
- Give support to all those who are being bullied
- Offer guidance, sanctions and support to bullies to help them change and make amends for their behaviour
- Seek support and help from the Learning Trust or outside agencies when necessary

Procedures

In the event of bullying of children by other children the school has the following procedures:

Investigate the situation by talking to all the children involved, witnesses and staff members. Record in oral or picture form the situation from children, witnesses and staff involved.

Respond to the young person who is bullied, hurt or upset by; actively listening to their concerns, offering support and strategies to deal with unwanted behaviours. Protecting the child and ensuring their safety. Parents, carers and, where necessary, external agencies and/or the Learning Trust are involved as appropriate.

Respond to the young person who acted in a bullying way by; ensuring that they recognise their behaviour and how it affects others and through the application of appropriate sanctions, guidance, support and advice adopt strategies to change behaviour. Insisting that full responsibility is taken for wrong actions and helping those involved to actively make amends. Parents, carers and, where necessary, external agencies and/or the Learning Trust are involved as appropriate.

The school will respond to the situation and help prevent other situations by providing a foundation for children to explore relevant issues through the curriculum and by a review of the situation with all those involved

In the event of bullying involving adults we will seek appropriate advice in accordance with the Safeguarding Policy and/or Grievance Procedures.

Monitoring and Evaluation

All instances of bullying will be reported termly to The Learning Trust and the governing body.

The anti-bullying policy will be reviewed in line with the school behaviour policy according to legal requirements. The policy will be evaluated through the parent/carer questionnaire and pupil questionnaire, and staff and governing body meetings.