



Abbey Schools

Anti-Bullying Policy

Date of Issue: September 2021

To be Reviewed: March 2024

ANTI-BULLYING POLICY

Statement of Intent:

We are committed to providing a happy, caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils are encouraged to tell a trusted adult. The Senior Leadership Team will deal with any incidents promptly and thoroughly. We expect anyone who knows that bullying is happening will tell an appropriate adult. All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

This policy should be read alongside our policies on Equality, Diversity + Cohesion, Teaching and Learning, SEND, Promotion of Good Behaviour, ICT and E-Safety and Child Protection-

Aims of this Policy:

- For all governors, teaching and non-teaching staff, pupils and parents to have an understanding of what bullying is.
- For all governors, teaching and non-teaching staff to know what the school policy is on bullying and to be able to follow it should bullying be reported.
- For all pupils and parents to know what the school policy is on bullying and what they should do if bullying arises.
- For the school to take bullying seriously.
- For pupils and parents to be assured that they will be supported when bullying is reported.
- For all stakeholders to understand that bullying will not be tolerated.

What is bullying?

We recognise that many children will experience conflict in their relationships with other children and as a Federation we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others. However, we recognise that bullying does occur and as a school community we do not accept it and will act swiftly when it happens in our school.

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding possessions, threatening gestures)
Physical	Pushing, kicking, hitting, punching or any use of violence
Racist	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic or Biphobic	Because of, or focussing on the issue of sexuality
Transphobic	Because of gender identity or perceived gender identity
Verbal	Name-calling, sarcasm, spreading rumours, teasing
Extortion	Demanding money/goods with threats
Online	Misuse of social media, messaging and calls. Misuse of associated technology e.g photos and videos

How we aim to prevent bullying in our school community:

- We involve the school community in developing our policy.
- We use assembly and circle time in class to ensure that pupils understand the differences between relational conflict and bullying.
- We build a positive ethos based on respecting and celebrating all types of difference in our school.
- We create a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- We have a positive ethos, towards positive behaviour, that all pupils, staff and parents understand.
- Our work in school is aimed at developing empathy, social skills and emotional understanding, e.g. PSHE, Citizenship, social and emotional learning programmes, circle time, peer mediation and playground buddies.
- We use interventions, e.g. Drawing and Talking Therapy, Purple Matters, Sand Play to encourage children to talk about any issues that are upsetting them.
- We raise awareness through 'Anti-Bullying Week' and through regular e-safety lessons.
- We focus work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, ELSA (Emotional Literacy Support Assistant) and CAMHS worker.
- We ensure playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.
- We give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and School Council meetings
- We offer training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe, and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- a trusted adult
- their class teacher/TA
- their peers

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher in the first instance.

When pupils report their concerns, our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Responding to Bullying

In any situation where the school believes that a child's behaviour matches the school's definition of bullying, the following steps will be taken:

- We secure the safety of the target of bullying - Taking actions to stop the bullying from happening again - Whole school learning - reflection on what we have learnt
- We think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- We provide assurances to child that concerns have been listened to and action will be taken.
- We consider who else is involved and what roles they have taken.
- We send a clear message that the bullying must stop.
- A full investigation takes place and a response is given to all parties.

- We work with both parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequences.
- We reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.

Procedures for parents:

- If a parent has any concerns about their child, they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the Senior Leadership Team (SLT). The headteacher and SLT are always informed of any bullying concerns at the Federation of Abbey Schools and they will monitor the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the SLT.
- The school will work with both the child and the parents to ensure that any bullying is stopped, and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately, they should follow the school's Complaints Policy.

Monitoring

The implementation of this policy will be monitored by the headteacher. The policy will be reviewed every year alongside the Promotion of Good Behaviour Policy.