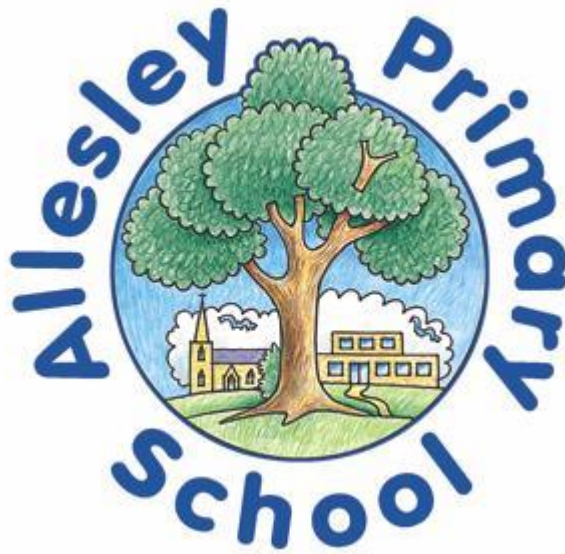


# Allesley Primary School

## Anti-Bullying Policy



Updated January 2023

Review January 2025

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying.

The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

**Bullying is behaviour which is repeated over a period of time. It is deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people and it is very difficult for the victim to defend themselves. Remember STOP - it happens Several Times on Purpose.**

### **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 - because of/ or focussing on the issue of sexuality
- Online/ cyber bullying - For example, setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones/electronic devices/sexting and peer on peer abuse
- 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 (STOP). 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.

## **Procedures for reporting and responding to bullying incidents**

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

- All reported instances of bullying are referred to a member of the Senior leadership team and are recorded on CPOMs.
- Discussions at length with the victim. This will require patience and understanding.  
Remember – listen, believe, act.
- Discussions with the bully. Share the details and ask them to tell the truth about the situation/ incident. Make it clear that bullying is not acceptable at Allesley Primary School.
- Sanctions will be in line with the Positive Behaviour Policy and parents will be informed of issues and consequences.
- If they do not own up, investigate further. If it is clear that they are not telling the truth, continue with the procedure. Children usually own up if presented with all the facts.
- Separate discussions with the parents of the bully and victim.
- Share our concerns with all staff in school so they can monitor the situation.
- Continue monitoring the situation by observing at playtimes/ lunchtimes and having discussions with the victim to ensure that there is no repetition.

## **Prevention and Intervention**

In order to minimise incidents of bullying, at Allesley Primary School we work hard to ensure that children are clearly aware of our expectations regarding their behaviour and the way in which they interact with each other. Children are encouraged to be tolerant and respectful of differences and know what it means to be a good friend. We operate an anti-bullying ethos and have agreed the following strategies to support this:

- All staff will watch for early signs of distress in our children
- All staff will listen, believe and act- allegations are thoroughly investigated
- A highly skilled Learning Mentor works alongside the Senior Leadership team to tackle friendship and/or behaviour issues with individual and groups of children
- Peer support is available during the school day- an effective team of Playground Pals are in place as well as other children leaders.
- Posters will be displayed in school dissuading children from bullying.

- The ChildLine telephone number will be displayed clearly in school
- Children will regularly be taught how to recognise and respond if they are being bullied or if they witness bullying- national events such as Anti Bullying Week are supported. Our Playground Pals and our School Council play an active part in spreading the anti-bullying message and run activities with all classes and in assemblies.
- Undertake regular questionnaires and surveys to monitor the extent of bullying in school and the effectiveness of this policy
- Leaflets and letters to be sent home to develop families understanding of what bullying is and is not
- Raise awareness of bullying by regularly supporting national anti-bullying events and initiatives.

This policy will be reviewed every two years.