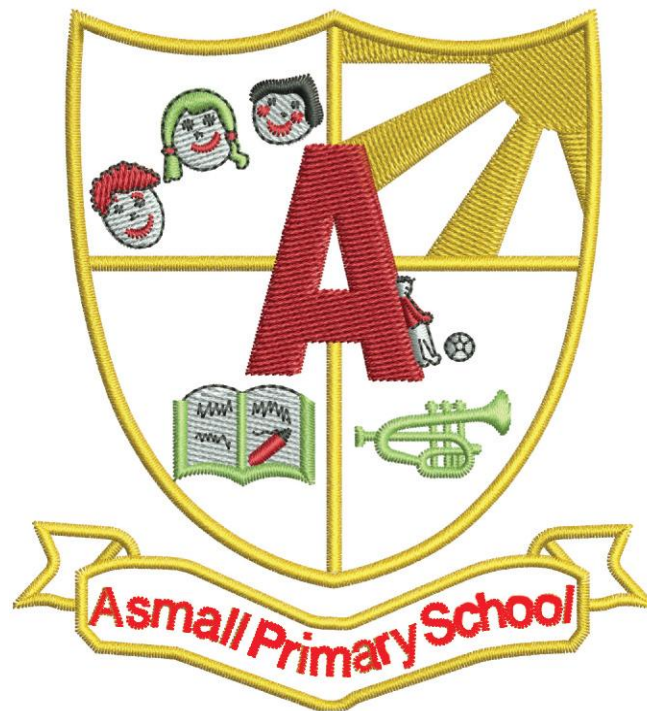


Asmall Primary School



ANTI-BULLYING POLICY INCLUDING E-BULLYING October 2025

ASMALL PRIMARY SCHOOL

ANTI-BULLYING INCLUDING E-BULLYING POLICY

DEFINITION OF BULLYING

In line with other services within the Children & Young Peoples Directorate we have agreed to adopt the following definition of bullying behaviour.

Bullying falls into two categories;

- Emotionally harmful behaviour such as taunting, spreading hurtful rumours and excluding people from groups or cyber bullying.
- Physically harmful behaviour such as kicking, hitting, pushing or other forms of physically abusive behaviour.

The behaviour constitutes bullying if;

- It is repetitive, wilful or persistent.
- It is intentionally harmful, carried out by an individual or group.
- There is an imbalance of power leaving the person who is bullied feeling defenceless.

It is important to acknowledge that bullying behaviour can and does occur anywhere and everywhere; in schools, within the home and the community.

Bullying is not an everyday playtime argument, disagreement or daily rough and tumble. The term 'bully' should not be used when talking about normal play and daily incidents.

THIS POLICY APPLIES TO

This policy applies to all adults, children and young people within the school. The policy addresses;

- Child to child, adult to child, child to adult and adult to adult bullying behaviour. For bullying involving adults, see the Bullying & Harassment Policy.
- All adults within the school have a responsibility to act under the duty of care and ensure adherence to this policy.

STATEMENT OF PURPOSE OF POLICY

- To ensure that everyone associated with Asmall Primary School, parents, children, Governors and staff understand what bullying is.
- To ensure that strategies are in place to prevent bullying.
- To ensure that procedures are in place to quickly and effectively respond to incidents.
- This policy pays due regard to the need to eliminate unlawful discrimination, including racial, sexist, homophobic or disability discrimination.
- To implement the targets of 'Every Child Matters'.

AIMS OF THE SCHOOL

We seek to enable children to;

- Achieve their full potential, creatively, spiritually, and socially regardless of gender, disability, race or religion.
- Feel secure and happy and valued in a caring, trusting environment.
- Develop meaningful relationships and be sensitive to the needs of others.

- Develop an awareness of different beliefs and cultures whilst demonstrating respect and tolerance.
- Be prepared for life as adults and citizens.
- Behave appropriately and take responsibility for their own actions.

AIMS OF THE POLICY

- To ensure that all children and adults feel happy, valued and secure in school.
- To ensure that all pupils have the right to enjoy learning and leisure free from intimidation.
- To create an open environment where problems are swiftly discussed and dealt with.
- To deal with all issues sensitively.

This Policy should be read alongside other school policies, which define the ethos of the school and contribute to the way in which the anti-bullying strategy will be delivered.

- PSHE Policy
- RE Policy
- Code of Conduct
- Equal Opportunity Policy
- Child Protection Policy
- Behaviour Management Policy.

EQUAL OPPORTUNITIES

The Anti-Bullying Policy applies to all, regardless of race, gender, creed or ability, in line with the school's policies on Special Educational Needs [SEN], Able, Gifted & Talented [AGT] children and anti-discrimination legislation.

REPORTING BULLYING

- The school aims to create an atmosphere where children feel safe to discuss concerns and where all children are confident to report any incidents they may witness.
- Pupils can report bullying to any member of staff and are frequently encouraged to do so.
- If they prefer to do so, the older pupils may place a note in the class teacher's 'Concerns' box.
- Pupils witnessing others being bullied are encouraged to report it to an adult.
- When bullying is reported appropriate action will be taken immediately.
- If staff have any concerns for themselves or others they should report it immediately to the Headteacher.
- Bullying can only be eradicated if it is apparent.
- If parents have any concerns they should see the Headteacher.

PROCEDURES FOR DEALING WITH INCIDENTS

The Headteacher is the designated member of staff with overall responsibility for anti-bullying.

- Concerns about bullying should be notified to the Headteacher verbally.
- The member of staff should follow this up with a written incident report which should be dated and signed.
- The Headteacher will follow up each incident and decide on relevant action.

PROCEDURES FOR RECORDING BULLYING BEHAVIOUR

- All reported incidents will be recorded in the Class Teacher Behaviour Files and if appropriate in the Incident File held in the Headteacher's office.
- All complaints with regard to bullying behaviour will be acknowledged and investigated immediately.
- Information will be shared with staff as necessary to support children.
- Other agencies may be involved if appropriate with the consent of the child and parents.

PREVENTATIVE MEASURES

Ensuring everyone within the school is aware of the potential for bullying and the measures in place to deal with it are a high priority. Expectations are made clear and permeate the life of the school and are in turn reflected in the behaviour and relationships of children and adults.

- Bullying and anti-bullying strategies are frequently discussed in school by:
 - The Class Teacher.
 - In assembly by the Headteacher.
 - Whenever any accusations of bullying arise.
 - At the start of each new school term.
 - At the start of each new school year, when school rules are established.
 - Through Anti Bullying (SEAL) Units each term.
- It will be stressed repeatedly that if children are unhappy about the behaviour of others then they must tell an adult immediately.
- Anti-bullying strategies are mainly delivered through the SEAL curriculum where the focus is upon relationships, appropriate behaviour and dealing with situations.
- Specific strategies for dealing with bullying are discussed at the start of each academic year when the class teachers discuss the 'Code of Conduct' and establish class rules.
- Appropriate behaviour is highly praised.
- Vulnerable children, with social, emotional, behavioural or friendship issues are identified and their needs addressed via individual / group SEAL sessions. This is updated termly in staff meetings.
- Pupils will be taught about the safe use of the internet and chat rooms and how to prevent cyber bullying.
 - Any mobile phones which are brought to school must be stored in the school office throughout the day.
 - Pupils will not use chat rooms whilst at school.
 - The internet is accessed via the secure Lightspeed Web Filter.

RESPONSE TO BULLYING

- Take action as quickly as possible.
- With the children concerned the class teacher or person on duty will define the situation and clarify the incidents. Other witnesses will be interviewed.
- Through discussion, try to resolve the situation.
- Make the children aware of the consequences of their actions.
- If bullying is verified then the perpetrator will be given a verbal warning and time with the teacher. This time will be used age-appropriately to try to establish the reason for the behaviour and for the child to understand the effect of his/her behaviour. PARENTS WILL BE INFORMED.
- All staff will be made aware of the situation and asked to carefully monitor the children concerned.
- The situation will continue to be monitored and if it continues, further sanctions will be instigated (see below)

- A Behaviour Diary or Home School Diary may be used.
- Children who feel unhappy about the repeated actions of others will be offered the opportunity to stay inside at playtimes if they so wish.
- Staff must be vigilant at all times in order to prevent and deal with incidents of bullying.

IF THE SITUATION IS NOT RESOLVED

- It will be referred to the Headteacher.
- Discussions with both parties will take place in order to establish the facts and attempt reconciliation.
- If evidence of continual bullying is verified the perpetrator will remain inside at playtime and lunchtime in order for the 'victim' to have trouble free playtimes. Appropriate sanctions will be given.
- Parents will be notified and asked to visit school to discuss the situation with the Headteacher and child.
- The situation will continue to be closely monitored and referral to outside agencies may be undertaken.

IF NO RESOLUTION IS FOUND

- If severe bullying continues temporary suspension may be applied.
- As a final resort a permanent exclusion may be imposed.

These are of course extreme measures, in the majority of cases it would be expected that a resolution would be found in the early stages.

BULLYING IN THE WORKPLACE

It is recognised that bullying may also take place amongst adults within the community.

Staff will be made aware that if this does occur they need to talk to someone as soon as possible. A list of possible contacts will be available comprised of the Headteacher, Deputy Headteacher and The School Adviser.

If the situation is not resolved staff should then contact their professional association and take steps as laid down in the Directorate for Children and Young People Complaints Procedure as adopted by the Governors of the school.

MONITORING AND EVALUATION OF THE POLICY

- Anti-bullying strategies will continue to be given a high profile.
- Staff concerned will review situations regularly.
- The Headteacher will regularly monitor the Incident File.
- Anti-bullying will be a standard agenda item at a staff meeting at the beginning of each term.
- Training will be provided as necessary, especially for new staff as part of induction procedures.
- All staff will have access to this Policy.
- Parents will be informed of and have access to the Policy when children join the school.

The policy will be reviewed every two years.

ABC AGAINST BULLYING CHILDREN

Bullying is not the everyday playtime argument, disagreement or rough and tumble. The term 'bully' should not be used when talking about normal play and daily incidents. There are very few real bullies but plenty of lively children.

WHAT IS A BULLY?

- Bullies:
 - Want to hurt, upset or frighten others.*
 - Want to see others distressed.*
 - Want to be powerful and dominate.*
 - Want to humiliate.*
 - Use verbal, physical or psychological threats.*
 - Are often highly competitive.*
 - Often do not know how to make relationships.*

WHO IS A VICTIM?

- Victims may:
 - Have no friends.*
 - Look or behave differently.*
 - Be small or big, short or tall, thin or fat.*
 - Be poorly co-ordinated.*
 - Feel ashamed of their own perceived unpopularity.*
 - Think that no one will understand.*
 - Be a poor communicator.*
 - Not know how to make relationships.*

WHAT SHOULD ANYONE WORRIED OR SCARED DO ABOUT BULLYING?

- Tell someone immediately.*
- Ask for help.*
- Do not try to pretend it will go away.*
- Remember both victim and bully need help.*

WHAT AS SMALL PRIMARY SCHOOL WILL DO?

- We promise to:
 - Always listen.*
 - Always investigate.*
 - Always be discrete.*
 - Never to tolerate bullying behaviour.*

Bullying is a secret and sly activity. The best defence is to bring it into the open. Any child who is upset should always tell an adult immediately. The longer a problem is left the worse it becomes. To talk about a problem is not telling tales. Talking about a problem and asking for help is not a sign of weakness but takes courage.

Cyber Bullying

At Asmall we regularly update our user agreement with children and adults. Within school, the children do have supervised access to the Internet but we have Firewalls in place to stop children from looking at inappropriate images and doing inappropriate things. These Firewalls are regularly checked and our ICT Coordinator is alerted if there are any worrying activities on our school network.

We acknowledge that children have varying degrees of access to the Internet at home and therefore, acknowledge that cyber bullying may take place as a result of this and it may mean that we have to deal with it in school.

What is cyber bullying?

- Cyber bullying includes sending or posting harmful or upsetting text, images or other messages, using the internet, mobile phones or other communication technology.
- It can take many forms, but can go even further than face to face bullying by invading home and personal space and can target one or more people.
- It can take place across age groups and target pupils, staff and others.
- It can include threats and intimidation, harassment, defamation, exclusion or peer rejection, impersonation and unauthorised publication of private information or images.
- It can include messages intended as jokes, but which have a harmful or upsetting effect.

Cyber bullying may be carried out in many ways, including:

- Threatening, intimidating or upsetting text messages;
- Threatening or embarrassing pictures and video clips via mobile phone cameras;
- Silent or abusive phone calls or using the victim's phone to harass others, to make them think the victim is responsible;
- Threatening or bullying emails, possibly sent using a pseudonym or someone else's name;
- Menacing or upsetting responses to someone in a chat-room;
- Unpleasant messages sent during instant messaging;
- Unpleasant or defamatory information posted to blogs, personal websites and social networking site

In some cases this type of bullying can be a criminal offence.

Prevention of Cyber Bullying Understanding and information

- Staff will be trained to identify signs of cyber bullying and will be helped to keep informed about the technologies that children commonly use.
- Pupils will be informed about cyber bullying through curricular and pastoral activities.
- Pupils and staff are expected to comply with the school's Acceptable Computer Use Policy.
- Parents will be provided with information and advice on cyber bullying.

Practices and Procedures

- Positive use of ICT will be promoted and the Acceptable Computer Use Policy will be kept under review as technologies develop.
- CPD and INSET may be used to help staff develop their own practices and support pupils in safe and responsible use of ICT.
- The school will encourage safe use of ICT, emphasising, for example, the importance of password security and the need to log out of accounts.
- The school will promote the message that asking for help is the right thing to do and all members of the school community will be informed how cyber bullying can be reported.
- Confidential records will be kept of all cyber bullying incidents.

Responding to cyber bullying

Cyber bullying will generally be dealt with through the schools countering-bullying policy.