

ASHTON WEST END PRIMARY AND NURSERY ACADEMY

POLICY AGAINST BULLYING IN OUR ACADEMY

1. WHAT IS BULLYING?

There many definitions of bullying, but most have three things in common:

- it is deliberately hurtful behaviour
- it is repeated over a period of time
- it is difficult for those being bullied to defend themselves

Bullying can take many forms but three main types are:

- physical – hitting, kicking, taking belongings
- verbal – name-calling, insulting, racist remarks
- indirect – spreading nasty stories about someone, excluding someone from social groups

2. WHY SHOULD WE BE CONCERNED?

There are a number of very important reasons for challenging bullying behaviour in academies:

The safety and happiness of pupils. When pupils are bullied, their lives are made miserable. They may suffer injury. They may be unhappy about coming to the Academy. Over time, they are likely to lose self confidence and self esteem. Some may blame themselves for 'inviting' the bullying behaviour.

Educational achievement. The unhappiness of bullied pupils is likely to affect their concentration and learning. Some children will avoid being bullied by not going to the academy.

Providing a model for helpful behaviour. If they observe bullying behaviour going unchallenged, other pupils may learn that bullying is a quick and effective way of getting what they want. Those pupils who are being bullied may interpret the academy's inaction as condoning unacceptable behaviour. They will feel badly let down by adults in authority.

Getting a reputation as an effective, caring academy. No academy can claim with absolute confidence that there is 'no bullying here'. Every academy has some degree of bullying, even if only slight or infrequent. Parents know this. They will be impressed and reassured by an academy which demonstrates both through policy and action that it will respond positively and effectively to bullying.

3. DEVELOPMENT OF WHOLE ACADEMY POLICY

- a. Find out extent of bullying - explain to parents
 - questionnaire
 - chat around class
 - individuals/groups
- b. awareness raising – poster competition – assemblies
- c. Consultation - staff
 - parents?

4. ANTI-BULLYING STATEMENT

Bullying is hurting someone emotionally, physically or both, with a group of people, or one or more powerful person against another person.

HOW WE CAN HELP

VICTIM

- Tell a teacher (or parent)
- Ignore the bully if possible
- Walk away
- Tell bully's parents
- Discuss problem with bully
- Stay with safe friends

BULLY

- Is there anything you do to others that is hurtful or upsetting?
- Think of what you are doing to the victim (or victims)
- Think better of it
- Stop it

OBSERVERS

- Don't watch the fight or argument or you will encourage the bully more
- Don't copy the bully
- Don't take the bully's side
- Tell someone (friends, teacher, parent)
- Don't encourage the bully
- Don't let the bully hang around with you

STATEMENT

Bullying everywhere should be stopped because it's very disturbing and hurtful both emotionally physically

5. WHOLE STAFF POLICY – PREVENTATIVE STEPS

- i) Counselling - Mrs E Fairclough – KS2
- Mrs S Jones Foundation Stage/KS1
By a trained member of staff for both the victim and the bully

- ii) Awareness raising by displays and in assemblies

Activities – e.g. ideas like ‘helping hand’
Computer programme – Sherston naughty stories

- iii) Our incentive scheme: praise and recognition of behaviour
Projects to raise self esteem
Staff responses:-

Sanctions - **low** – determined by class teacher
- counselling, writing out and reprimand
- **high** – action file, interview parents,
exclusion

6. PLAYGROUND

- i) Change physical – seek out children’s ideas
- paint areas
- add features such as seats, logs etc
- quiet area and sheltered
- ii) Welfare Assistants – incentive schemes
- sanctions
- apparatus – small equipment (cupboard)
- play games (first taught in Academy)

7. HOME-TIME - supervision after academy

8. ON WAY HOME - we recommend you see your own child home