Ashton West End Primary Academy

Anti - Bullying Policy

Approved by the Full Governing Body on: 15th December 2025

Next Review Date: December 2027

Introduction

It is a government requirement that all schools have an anti-bullying policy. In 2017, the DfE released a document offering guidance to schools on 'Preventing and Tackling Bullying'. This policy reflects this guidance.

At Ashton West End Primary Academy, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

Bullying involves dominance of one person by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

It can take many forms but the main types are:

- **Physical** – hitting, kicking, taking another's belongings
- **Verbal** – name calling, insulting, making offensive remarks
- **Indirect** – spreading nasty rumours about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious emails or text messages on mobile phones/social networking sites etc.

Some forms of bullying are attacks not only on the individual but also on the group to which he or she may belong. Within school, we will pay particular attention to:

- Racial harassment and racist bullying
- Sexual bullying
- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We do however accept that many forms of

bullying can, and do, take place out of school. Whilst as a school we aim to educate children about the negative impact, and dangers of bullying, our involvement in incidents that occur out of school may be limited. Cyber bullying in particular, takes place on a wide range of social media platforms which often carry an age limit beyond that of a primary school pupil. The school website provides further information on keeping children safe on the internet.

We aim, as a school, to create a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

The role of governors

The governing body supports the principal in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the principal to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the principal and asks them to conduct an investigation into the case, and to report back to a representative of the governing body.

The role of the Principal

It is the responsibility of the principal to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The principal reports to the governing body about the effectiveness of the anti-bullying policy on request.

The principal ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The principal draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The principal ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The principal sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher and support staff

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Senior Leadership Team. They will also log it on CPOMS. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the SLT, the teacher informs the child's parents.

All incidents of bullying that occur both in and out of class are recorded and reported to a member of SLT. We also record incidents that occur near the school, or on the children's way between school and home. Any adult who witnesses an act of bullying should report it to a member of SLT, who will record it on CPOMS.

When any bullying has taken place, the teacher will deal with the issue immediately. This may involve counselling and support for the victim, and punishment for the offender. Time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future. If a child is repeatedly involved in bullying, we inform the principal or the assistant principals. We then invite the child's parents into the school to discuss the situation. In more extreme cases, e.g. where these initial discussions have proved ineffective, the principal may contact external support agencies, such as social services or the behaviour support team.

All members of staff undergo training, attend staff briefings and undergo appraisal which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should follow the school's complaints procedure, as detailed on the school website.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the pupil questionnaire. Our school and children develop the school aims which are based on support, mutual respect and teamwork.

Monitoring and review

This policy is monitored on a regular basis by the principal, who reports to governors about the effectiveness of the policy.

The anti-bullying policy is the governors' responsibility, and they review its effectiveness. They do this by examining the school's behaviour log on CPOMS, where incidents of bullying are recorded, and by discussion with the principal. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

This policy will be reviewed every two years, or earlier if necessary.