ANTI-BULLYING POLICY

Below are details of Abbey Hey Primary Academy's Anti-bullying policy in line with United Learning's Policy on anti-bullying.

Abbey Hey will always uphold our six values within all aspects of school life.

- Confidence
- Respect
- Ambition
- Creativity
- Enthusiasm
- Determination

Abbey Hey Primary Academy recognises that everyone has the right to feel safe and is aware of the emotional distress that bullying causes. As a consequence the school has in place strategies to ensure the safety of the victims and it will put in place strategies to stop bullying behaviour.

Aims

- To establish an ethos in which bullying is unacceptable;
- Create a safe environment where people can work, learn and play;
- Create an atmosphere in which all feel free to speak up if bullying takes place and where all people know that they will be listened to, action will be taken and help offered;
- Generate positive values, encourage tolerant attitudes and develop improved behaviour;
- Consider and investigate all incidents carefully and take appropriate and effective action to resolve issues.

What is Bullying?

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally

- Emotional - unfriendly, excluding, tormenting (e.g. hiding books, 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 - focussing on the issue of sexuality;

- Verbal - name-calling, sarcasm, spreading rumours, teasing;
- Cyber - all areas of the internet (e.g. email & internet chat room misuse); mobile phone threats by text messaging & calls; misuse of associated technology (e.g. camera & video facilities).

Victim

A person is bullied when he/she -

- suffers harm over a period of time;
- is subject to repeated attacks, either physically of mentally;
- is unable to defend him/her self;
- a victim is someone who is powerless to change the situation in which they find themselves.

Bullies

Bullying can be -

- physical – intimidation;
- psychological – isolation;
- verbal – name calling or teasing.

Bullying is different from random or one off acts of violence. A bully inflicts harm on more than one occasion. Bullies can inflict harm through media such as mobile phones and the internet. The school promotes a positive, supportive and secure environment which gives pupils a sense of being valued and gives children the opportunity to fulfil their potential.

Supporting children to be resilient

Anti-bullying forms an overt part of the school curriculum. Children are made award of bullying and how to protect themselves from such behaviours. We aim to encourage children to be self confident, self reliant and develop resilience. This is done through the following:

- Assemblies;
- PSHE and SEAL lessons;
- Anti-Bullying Week.

It is also referred to in other areas of the curriculum as is appropriate.

Children are also given formal and informal opportunities to talk about issues and problems that affect them through the following:

- Class discussion;
- Regular Circle time;
- Morning meetings;
- One to one mentoring discussions;

The school is careful to ensure that issues of bullying are discussed openly and calmly without engendering an atmosphere of fear and mistrust. The school Behaviour Policy and Safeguarding policy are both aimed at supporting and protecting vulnerable pupils in the school and ensure that all children understand that some behaviours are unacceptable.

Procedures to deal with bullying

All staff should be aware that bullying takes place in all areas of life and that we are all likely to be bullied at some time in our life.
All members of the school community should be vigilant to the occurrence of bullying and if it is suspected should tell a responsible person a soon as possible.

In the case of a child being bullied

Incidents of bullying will normally be dealt with by:

- The Teacher;
- Deputy Head or Headteacher.
- In the first instance the report, disclosure or incident should be immediately referred to the child's teacher.
- All reports, disclosures and incidents will be taken seriously.
- The teacher will first talk to the victim and establish the nature of the bullying/ names of bullies etc.
- The teacher will then make a judgement as to the severity of intent and harm and will respond. This could include;
    - Counselling the parties involved;
    - Informing the Deputy or Head teacher;
    - Recording the incident on the anti-bullying log.

Responses that could be made in respect of the victim:-

- Parents be informed;
- Support offered to child (for example; provision of a 'safe space' – maybe inside with a friend – develop a 'circle of friends', or nominate a 'special friend');
- Support the child by using the mentoring programme;
- Seek outside agency support to develop self esteem (SEN register and CAF);
- Make staff aware of ongoing bullying so that they can intervene effectively and rapidly.

Responses that could be made in respect of the bully:-

- Confront the bully with their behaviour;
- Appropriate punishments in line with Behaviour policy;
- Parents be informed;

- Make staff aware of the bullying so that they can monitor the situation and supervise the bully;
- Withdraw the bully from the playground or restrict them from being on the school site at certain times;
- Write and sign a behaviour plan which targets certain behaviours;
- Staff work with the bully to determine the causes of the behaviour and put in place strategies to stop the behaviour;
- Seek outside agency support on behaviour (SEN register and CAF);
- Lunch time exclusion;
- Fixed term exclusion;
- Permanent exclusion.

Monitoring and reporting to governors

Cases of bullying recorded on a bullying form will be reported to the Chair of Governors (Safeguarding Governor). The Headteacher will make an annual report on bullying to Governors at the end of the academic year (July meeting). This report will include the number of recorded incidents of bullying.

Policy reviewed August 2026
Next review August 2027