

# Anson Primary School



Anti-bullying Policy  
November November 2022  
Next Review Date: November 2024

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### **Aims**

The School Community (pupils, staff, parents, governors) should work in co-operation towards building and maintaining an anti-bullying ethos in the school.

Pupils and adults should realise that bullying behaviour is not acceptable and will not be tolerated.

Pupils and adults should feel willing to report bullying behaviour, confident that they will be listened to and action will be taken to remedy the situation.

### **Objectives**

This policy is intended to:

- Raise the awareness of the school community about the school's stance towards bullying behaviour
- Provide strategies for preventing and dealing with bullying promptly and consistently
- Provide understanding and support for bullied pupils
- Help build an anti-bullying ethos in the school

### **Definition of bullying**

- It is deliberately hurtful or threatening behaviour
- It is premeditated and usually forms a pattern of behaviour rather than an isolated incident
- It involves dominance of one pupil by another, or group of others

The main types of bullying are:

**Physical** – pushing, hitting, kicking, pinching, any form of violence, threats

**Verbal** – name-calling, sarcasm, spreading rumours, persistent teasing

**Emotional** – tormenting, threatening, ridicule, humiliation, exclusion from groups or activities

Pupils are bullied for a variety of reasons. Specific types of bullying include:

Bullying related to race, religion or culture

Bullying related to special needs or disabilities

Bullying related to appearance or health conditions

Bullying related to sexual orientation

Bullying of young carers, looked after children, or otherwise related to home circumstances

Sexist or sexual bullying

It should however be recognised that bullying may not be related to any of these obvious circumstances.

### **Procedure**

When a disclosure is made, it should always be treated seriously, with appropriate discretion and carefully investigated.

### **Preventing Bullying**

Members of the school community must be alert to signs of bullying and act firmly and promptly against it in line with the guidance appended to this policy.

The school will promote anti-bullying strategies through assemblies, PSHE, circle time and other appropriate lessons such as drama.

Pupils should be encouraged to tell someone if they are being bullied or observe bullying e.g. Head Teacher, Deputy Head, Assistant Head, Team Leaders, Teaching Assistant, Office Staff, Lunch Supervisors, etc. Parents should inform the school if they believe their child is being bullied.

A safe environment is created in the playground by careful supervision and Friendship Stop/Peer Mentors.

### **Promoting an anti-bullying ethos in the school**

Members of staff regularly use PSHE lessons, assemblies or circle time to explore issues such as the causes of bullying, the effects of being bullied or being a bully, and how to stop bullying. Pupils will be given advice on what to do if they are being bullied or if they observe someone being bullied.

The school endeavours to create an environment in which bullying is not able to develop e.g. trained peer mediators and school council.

### **Cyber Bullying**

Members of staff are also aware that bullying can be carried out through cyberspace. Children should be encouraged to tell someone if they are being bullied in this way. Guidance is also given in ICT lessons when the children are taught about Internet safety.

### **Monitoring**

The policy will be monitored by the Senior Management Team and, the School Council.

### **Roles and Responsibilities**

All members of staff (class teachers, midday supervisors, teaching assistants, office staff, support staff, etc.) have a role to play in raising awareness, being alert to and reporting bullying. The overall responsibility lies with the Head Teacher and Governing Body.

### **Procedure for dealing with Bullying**

1. Once the behaviour is identified as bullying the incident should be reported to the Head Teacher or a senior member of staff (Key Stage Co-ordinator or Deputy Head).

2. The victim and bully should be interviewed separately.

3. The victim's story should be listened to and the pupil reassured that s/he has done the right thing by reporting the situation. Victims of bullying often feel powerless and vulnerable. They may end up believing that they deserve to be bullied. Everything should be done to re-establish the victim's self-esteem and self-confidence.

4. The bully should be spoken to and the reasons why s/he has bullied identified. The bully should be helped to recognise his/her unsociable behaviour and given support if necessary to address that behaviour.

5. On some occasions it may be possible to sit victim and bully down together to discuss their feelings and the reasons why the situation has developed. The problem could then be resolved amicably and/or a compromise reached.

6. On other occasions the bully should be told firmly to stop his/her anti-social behaviour immediately and to stay away from the victim.

7. In all instances, the parents of both parties should be contacted and informed of the situation and the action taken. If appropriate, they should be invited into the school to discuss the matter.

8. Follow up meetings with the victim should be arranged to find out whether the solution has been effective or not, and the situation should be monitored.

9. Serious or prolonged bullying could result in one or more of the following sanctions:

- writing an explanation or apology for the incident
- withdrawal of break or lunch time privileges
- lunchtime detention
- Going For Gold (name off the chart for the day)
- temporary removal from the class
- interview with the Head teacher or Deputy head
- fixed term exclusion
- permanent exclusion

**Links with other policies:**

Safeguarding Policy

Behaviour Policy

Special Needs and Disability Information and offer

e-safety Policy

PSHE Policy

SRE Policy

**Review**

The policy will be reviewed every two years.

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