Anti-Bullying Policy

Ashton Primary School

Date policy created: June 2024

Most recent policy review date: September 2026

By: Bryony Readey and Laura Butterworth

Review date: September 2027

Anti-Bullying Policy:

Statement of Intent

Ashton Primary School considers that bullying of any kind is unacceptable. Neither do we accept that it is a phase which children and young people go through, that it is part of growing up or that it teaches children and young people to stand up for themselves.
Ashton Primary School will deal with incidents as promptly and effectively as possible.
Ashton Primary School wants to uphold a caring ethos within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

Through the implementation of our policy, we seek to ensure that:
• There is a shared understanding of what constitutes bullying, how we prevent bullying and how we respond to reports of bullying.
• Pupils know how to report actual and perceived bullying incidents and have the confidence to do so.
• Our curriculum equips pupils with strategies to be able to talk about anything that worries them in any area of their lives.
• Reported bullying incidents are monitored so that the effectiveness of Ashton Primary School's anti-bullying work can be evaluated and adapted where necessary.

What is bullying?

Bullying includes a range of abusive behaviour that is:
• Repeated.
• Intended to hurt someone either physically or emotionally.
We recognise that:
• Bullying causes real distress and affects a person's health and development.
• In some instances, bullying can cause significant harm.
• All children and young people, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
• Bullying might be motivated by actual differences between children and young people, or perceived differences.
• Bullying may encompass unfavourable or negative comments, gestures, or actions directed at someone in relation to a vulnerability.
• Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.
• Bullying may take place in any location at Ashton Primary School, including in classrooms, corridors, toilets, dining hall and the playground.
• Bullying can also occur on the way to and from school, during educational visits, when pupils use transportation, and through virtual or cyber-bullying.
• The headteacher is legally empowered to address such incidents and will do so in accordance with this policy. This may involve reminding parents about age restrictions on apps if related to an online incident, or insisting that children who are usually allowed to walk home are collected to ensure they are well supervised on their way home from school.

We believe:

• Children and young people should never experience abuse of any kind.
• We have a responsibility to promote the welfare of all children and young people, ensuring their safety and operating in a manner that protects them.

• Bullying can have an impact on everyone involved.
• Children and young people who are bullied are at a higher risk of developing problems, including depression and anxiety, having fewer friendships, experiencing peer rejection, being wary and suspicious of others, facing difficulties in adjusting to school, and achieving less academically.
• Children and young people who engage in bullying behaviour are at an increased risk of substance misuse, academic problems, and violent behaviour in later life.
• Children and young people who witness bullying may exhibit similar signs to those who are being bullied. They may become reluctant to go to school, feel frightened, unable to act, and experience guilt for not intervening to help.

What we will do to prevent bullying:

• Adhere to our behaviour policy, which outlines the expected conduct for all individuals involved in our organisation, whether in face-to-face interactions or online, and both within and outside of our activities.
• Conduct frequent discussions with all stakeholders concerning bullying and strategies for its prevention.
• Offer support and training to all staff and volunteers to address all forms of bullying.
• Put clear and robust anti-bullying procedures in place.
• Have a robust and up-to-date anti-bullying policy.
• Articulate what action will be taken by staff if bullying is reported or suspected.
• Cultivate a school ethos that rejects bullying as acceptable, integrating this principle into the school curriculum, PSHE, SRE, assemblies, as well as using posters, signposts, and shared information about bullying.
• Foster children and young people's confidence in approaching any staff member if they experience bullying, ensuring they understand that their concerns will be taken seriously, addressed, and followed up.
• Thoroughly document and analyse all incidents of bullying, reporting on recurring patterns and maintaining precise records of bullying incidents, including types, locations, and times.

Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about seeking opportunities to learn about and celebrate differences, increasing diversity within our staff, volunteers, children and young people and welcoming new members to our organisation.
We plan positive action to identify and support pupils from particularly vulnerable groups. We work with all relevant staff members and provide additional support where necessary. This might include extra supervision at break times, setting up a circle of friends support network, use of the curriculum to develop an understanding of differences, or access to structured interventions to reduce vulnerability.

How to report bullying

We will thoroughly investigate reports made by anyone, including the child or young person being bullied, another pupil, a family member, or a staff member.
Reports can be made to any member of staff, and they will ensure that the most suitable person investigates the matter. Additionally, reports can also be made by confiding in a friend or someone at home and asking them to report it to an adult, sending a letter or email to the school office (office@ashton.lancs.sch.uk), the Headteacher (head@ashton.lancs.sch.uk) or contacting a helpline such as Childline at 0800 1111.

How we will respond to bullying reports

We are committed to taking all reports of bullying seriously. In response, we will follow an established procedure (see Appendix 1) consistently, impartially, and promptly for addressing all allegations and incidents.

Throughout the investigation and resolution process, our staff will ensure the protection and support of all children and young people involved. We guarantee that everyone affected will have the opportunity to be heard, and we will swiftly take appropriate action to put an end to any bullying behaviour or threats of bullying

Monitoring and evaluation of the policy

To ensure the effectiveness of this policy, we will implement regular monitoring and evaluation. This will encompass the analysis of bullying reports, as well as the use of questionnaires, surveys, focus group discussions, and feedback from all stakeholders. The governor responsible for behaviour matters (Prof. Edward Smith) will oversee the monitoring of bullying incidents and provide feedback to the Governing Body. Following our annual review of monitoring efforts, we will evaluate our policy and introduce any necessary improvements to enhance our anti-bullying initiatives. We will communicate these changes to the entire school community.

Contact details

Nominated anti-bullying lead Name: Mrs B Readey
Email: senco@ashton.lancs.sch.uk
Phone: 01772 728052

Appendix 1: Procedure for Responding to Bullying Allegations and Incidents

1. Make sure the victim, bystander and bully feel safe and are in a safe place.
2. Ask those reporting bullying to briefly describe what happened/is happening. (See some suggested questions on the next page.)
3. Listen and speak to all children/young people involved about the incident separately.
4. Assess the information to consider whether the report is a bullying incident. Cases of serious bullying incidents will be referred to the headteacher.
5. Provide appropriate advice and support to help victims. Refer to a Thrive Licensed Practitioner for support to process the experience and to develop self-esteem and trust in others.
6. Reinforce to perpetrators that their behaviour is unacceptable and provide them with support to understand and change their behaviour. Issue developmentally appropriate sanctions in line with our behaviour policy. Refer to a Thrive Licensed Practitioner for support to address bullying behaviours.
7. If possible, reconcile victims and perpetrators using restorative practices.
8. Discuss the incident and outcomes with classroom staff, SLT, Thrive Licensed Practitioners and pastoral care lead.
9. Log substantiated bullying incidents using the agreed system.
10. Complete Bullying Report Form and pass it to the headteacher, who will quality-assure all incidents.

11. Share outcomes with the parents of all pupils involved. Where appropriate, meet individually with the parents of all pupils involved to discuss the allegation, investigation and outcome.
12. Upload the completed Bullying Report Form to CPOMS.
13. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. This may include discussion with pupils, staff and parents.
14. If necessary and appropriate, consult in-school safeguarding officers, Social Services or the Police.

Questions for pupils reporting bullying may include:

When and where did it happen?
Who was doing the bullying?
If there was more than one person what were their roles?
Did anyone else see it happen, if so, who? How often is the bullying taking place and how long has it been going on? If you are being bullied, how does it make you feel?
Are you physically hurt?
What help would you like?
If you are reporting bullying that is happening to someone else, how do you think it makes them feel? Are they being physically hurt?
Have you told anyone else about the bullying? If not, what has put you off doing so?
Do you have any worries now that you have reported this bullying?

Bullying Reporting Form

Reporting Person's Name	Contact Information	Relationship to Victim / Incident
Date	Time	Location
Victim(s)	Perpetrator(s)	Witnesses / Bystanders

Description of the Incident - Provide a detailed account of the bullying incident, including date, time, location, and any specific actions or behaviours involved.
Previous Incidents (if any): If this is not the first incident, provide details of any previous incidents, including dates, times, and actions taken.
Actions Taken: Describe any actions taken by the reporting person or others prior to filing this report.

Outcomes			
Support to victim	Sanction to perpretrator	Support to perpretrator	Support to others
Details of monitoring			
Contact with parents / carers			

Signed:	Date:	HT QA: