

## Anti-bullying policy

Bullying is defined as when an individual or group uses strength or power to hurt, either physically or emotionally, or to intimidate others. Bullying is different from other poor behaviour in that the act or acts are generally repeated. Although rare at Athelstan House School due to an effective Behaviour and Discipline Policy, bullying is always dealt with seriously and promptly.

### Factors associated with bullying:

- children who are not used to any type of conflict situation may be more at risk from potential bullying
- if a child's self-esteem is low they are more likely to either be bullied or become a bully
- bullying may include the exclusion of a child from play or a group on repeated occasions.

### Action

- the children are taught to be assertive and confident through P.S.H.E. and Circle Times so that they are more able to avoid and respond to inappropriate behaviour
- a preventative approach to all poor behaviour is used such as evolving positively phrased classroom rules and stressing the positive way to respond in a situation rather than the negative
- if a child complains of being excluded from a game, staff should be aware that no child can be forced to play with another, but the children can be encouraged to include each other. Where appropriate the excluded child may be paired with another friend. Any overt unkindness should be discussed and resolved. It may also be the case that the excluded child has behaved in a way that has caused this response, in which case this should also be discussed and resolved including discussion about how changed behaviour could help in the future.

### Strategies

AHS will:

- never ignore suspected bullying
- not make premature assumptions
- listen carefully to all accounts – several pupils saying the same does not necessarily mean they are telling the truth
- adopt a problem-solving approach which moves pupils on from justifying themselves
- follow-up repeatedly – checking bullying as not resumed

The curriculum will be used to:

- raise awareness about bullying and the anti-bullying policy
- increase understanding for victims, and help build an anti-bullying ethos
- teach pupils how constructively to manage their relationships with others.

Through the curriculum we will explore such issues as:

- why do people bully each other?
- what are the effects of bullying on the bullied, on bullies and on bystanders?
- what can we do to stop bullying?

Sanctions:

- If bullying has been reported or discovered the following sanctions apply:
- the incident must be investigated thoroughly without initial apportioning of blame
- the bullied child should be reassured that it was right to tell and that they will be supported
- the bullied child tells the bully, with staff member present, how the incident has made him/her feel in order that the effects of the actions are made clear
- the bully should be asked to comment on the incident and should be asked how he/she/they are going to compensate the bullied e.g. doing a kindness or acting as a good friend
- the bully must have his/her/their behaviour monitored, he/she/they must be made aware of this and appropriate behaviour clarified
- parents should be informed, usually by the class teacher in order that their support be sought
- the Head must be informed and the incident logged using the Concerns, Comments and Complaints form