ANTI-BULLYING POLICY

ASHLEIGH PRIMARY SCHOOL AND NURSERY

Chair of Governors: Mr Sam Greenhalgh

Date: 01.07.2026

All different. All equal. All learning.

Anti-Bullying Policy

Ashleigh Primary School and Nursery is a nurturing school and this policy has been written to support an effective, happy and safe school community where all children understand and enjoy learning and understand the link between appropriate behaviour and effective learning. We believe that **all pupils 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. We believe that our **Behaviour Policy** and **Three Reminders** are clear and accessible to all, and therefore minimise the occurrence of bullying. However, this policy includes procedures of dealing with accusations/incidents of bullying.

We feel that it is important for parents/carers and pupils to know that any bullying complaints will be dealt with firmly and effectively.

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and can affect anyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying can be defined in many different ways. The UK currently has no legal definition of bullying. At Ashleigh we define bullying as "being exposed, repeatedly and over time to negative actions on the part of one or more persons" - Dan Olweus.

Bullying affects everyone, not just the perpetrators and their targets. It also affects those children who watch and less those pupils who may be drawn in by group pressure. Bullying rarely sorts itself out. It is clear that jokes, insults, written abuse, violence and threatening or intimidating behaviour are found in our society but we believe that no one person or group should have to accept this type of behaviour. We believe that everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

What is bullying?
Bullying includes a range of abusive behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally

The 'Three Ps'
We teach pupils the 'Three Ps' to help them understand what bullying is.
1. Persistent – It keeps happening
2. Purposeful – It is on purpose
3. Power – It makes the victim feel helpless

Bullying is not:

- A one-off argument
- A friend sometimes being nasty
- An argument with a friend

Bullying can occur through several types of anti-social behaviour:

Physical – a child may be physically punched, kicked, hit spat at etc.
Verbal – verbal abuse can take the form of name-calling. It may be directed towards gender, ethnic origin, physical or social disability or personality.

Exclusion – a child may be bullied simply by being excluded from, or left out of discussions / activities by those they believe to be their friends.
Damage to property or theft – pupils may have their property damaged or stolen. The bully may use physical threats in order that property is handed over to him or her.
Online bullying - All areas of internet, such as email and internet chat Twitter, Facebook misuse.

Aims

- To prevent bullying from happening between children young people who are part of our school;
- To make sure bullying is stopped as soon as possible if it does happen and those involved receive the support they need;
- To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

Prevention

We seek to prevent bullying developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it.

These discussions will focus on:

- Group members' responsibilities to look after one another and uphold the behaviour code
- Practising skills such as listening to each other;
- Respecting the fact that we are all different;
- Making sure that no one is without friends;
- Dealing with problems in a positive way;
- Checking that our anti-bullying measures are working well;
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, transphobic, sexist, homophobic and sexual bullying;
- Putting clear and robust anti-bullying procedures in place;
- Making sure our response to incidents of bullying takes into account: the needs of the person being bullied, the needs of the person displaying bullying behaviour, needs of any bystanders and our organisation as a whole;
- Reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

At Ashleigh we are 'All Different, All Equal, All Learning.'

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- welcoming new members to our organisation.

Procedures

All incidents of bullying should be reported on CPOMS. These may come from pupils, staff, parents or visitors to the school. All incidents will be treated seriously and a record of actions and outcomes will be kept.

Procedures for dealing with a reporting incidents can be found in our Tackling Bullying Flow Chart (Appendix A).

Recording of incidents of bullying should be done on CPOMS. Reporting Form 1 (Appendix B) and Reporting Form 2 (Appendix C) can be located in the CPOMS Library and should be completed by a member of SLT or a DSL. These completed forms should be uploaded onto CPOMS.

Reporting Form 3 (Appendix D) should be given to parents/carers to ensure they are given an opportunity to provide feedback. These forms will be looked at by SLT who will consider any further steps including evaluation of effectiveness of anti-bullying procedures.

Outcomes

- The perpetrator(s) may be asked to genuinely apologise;
- If possible, the pupils will be reconciled using a restorative approach;
- Exclusion will be considered in some cases;
- Following the incident and subsequent handling of it, each case will be monitored to ensure there is no repetition. The Deputy Head (with the support of staff) will keep an up to date record of monitoring using CPOMS.

What can you do if you are being bullied?

At Ashleigh Primary School and Nursery this is how we S.T.O.P. Bullying

Start
Telling
Other
People

If you think that someone is being bullied, talk to an adult in school.

Advice for Parents

- Look for unusual behaviour in your children. For example, they may suddenly decide they do not wish to attend school, they may feel ill regularly or not be doing as well with their work.
- Take an active role in your child's education. Ask how their day has gone, whom they played with etc.
- If you feel your child may be a victim of bullying behaviour, let the school know.
- Your concern will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your child that there is nothing wrong with him/her. It is not his/her fault that they are being bullied.
- Make sure your child knows our policy on bullying and that they need not be afraid to ask for help.

- If you believe that your child is the target or perpetrator of bulling, do not hesitate to contact the school office.
- If you do not believe that the incident you reported as been dealt with effectively, please contact the Headteacher or Deputy Headteacher.

Related policies and procedures:

- Safeguarding Policy
- Behaviour Policy
- Accessibility Policy
- Equal Opportunity Policy
- Online Bullying Policy

Agreed: July 2026
To be reviewed: June 2027

Headteacher:	**Mr John McConnell**	**Date: 01.07.2026**
Chair of Governors:	**Mr Sam Greenhalgh**	**Date: 01.07.2026**