



# Alban Wood Primary School and Nursery

The Brow, Watford WD25 7NX

01923 678247 : [admin@albanwood.herts.sch.uk](mailto:admin@albanwood.herts.sch.uk) : [www.albanwood.herts.sch.uk](http://www.albanwood.herts.sch.uk)

Executive Headteacher: **Paul Sutton** – Head of School: **Hazel Pinder**



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We value: Respect, Kindness, Ambition

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NAME OF POLICY:	Anti-Bullying Policy
STATUS:	Statutory
DATE ISSUED:	Summer 2020
REVIEW DATE:	Summer 2022
APPROVED BY:	Academy Governing Body
APPROVED DATE:	July 2020

## Aims

Through this policy we aim to:

- Establish an agreed code of conduct for all within our community at Alban Wood such that bullying is unacceptable
- Reduce the number of children who experience bullying of any kind including online
- Increase awareness in all members of the school community of bullying, its causes and consequences
- Help children find and put into practice a series of solutions to the problem of bullying
- Ensure that individual cases of bullying are dealt with consistently, constructively and fairly
- Make the procedures for bullying very clear, so that all members of the school community know what is expected of them, and in turn know what they can expect of the school

## Rationale

Every child should be able to learn in a school environment free from bullying and in which they feel safe and supported. There is no place for bullying in Alban Wood Primary School and Nursery or our community and each of us involved in education has a role in creating a culture where bullying is not tolerated. No child deserves to suffer the pain and indignity that bullying can cause and we recognise the negative impact it has on the educational experiences and wider development of children. Effective anti-bullying work is not simply about resolving incidents when they occur, but requires a whole school strategy and the engagement of the wider school community. Alban Wood ensures a consistent approach to all forms of bullying and discriminatory behaviour within a context which promotes positive behaviour through a programme of anti-bullying skills and understanding.

## What is bullying?

While there is no single definition of bullying, there are three main characteristics that are included in most definitions:

- The behaviour is intended to cause distress
- The behaviour is repeated
- There is an imbalance of power between the perpetrator/s of bullying and the target/s

In all of these cases, bullying could be face-to-face, or through 'virtual' or cyber bullying, which includes all areas of internet misuse (for example, social networking sites or email), mobile misuse (phone calls or texts) or any misuse of technology (for example, camera and video facilities). Cyber-bullying can be particularly dangerous, because it can take place 24/7, with a potentially bigger audience, and more accessories as people can forward on malicious content very easily. At Alban Wood, we are aware of all of the above forms of bullying and know that education, including e-safety, is key to developing children's awareness and strategies for seeking help should anything go wrong.

## Equal Opportunities

At Alban Wood we believe it is the right of every child, regardless of their gender, ethnicity, physical ability, linguistic, cultural or home background, to have access to high quality learning experiences in a safe, secure and supportive environment. We recognise that certain groups and individuals may be discriminated against or may be vulnerable and we are therefore strongly committed to positive action to remove and challenge discrimination and stereotyping in all aspects of the school and its work. In tackling bullying as defined above, all members of the Alban Wood community must be very aware of ensuring equal opportunities. Responsibility for ensuring we are a school where bullying is not tolerated is shared by everyone: children; class teachers (both permanent and supply); specialist teachers (for example, music or sport); teaching assistants; administrative staff; midday supervisors; governors; parents/carers and family members; and volunteers.



## How can we prevent bullying?

The following are examples of actions within school that will help fulfil our responsibilities to prevent bullying: -

- PSHCE/P4C curriculum, which includes British Values.
- Strategies for these subjects include circle times and class discussions and a fully embedded PSHCE curriculum
- Assemblies, which raise the profile of being an anti-bullying school
- Participation in national and local projects: for example, Anti-bullying week
- Promotion of pupil responsibility within school: for example, head boy and head girl, school council members, playground helpers and wellbeing wizards. Pupils in these roles are given clear guidance in how to carry out their responsibilities
- Positive praise and rewards in place for children who are showing good choices in their behaviour: especially within our values of respect and kindness. Our pupils earn jewels for their house and class.
- Lunchtime awards include MSA's Dining Room Board of Fame for showing our schools values, good manners and positive behaviour.
- Specific educational initiatives: for example, Protective Behaviours, Draw and Talk, HAFLS parenting programmes
- Clear systems in place so that adults are available for children to talk: for example, our Learning Mentor and Wellbeing Mentor.

## What are the signs and symptoms of bullying?

Everyone in our Alban Wood community should be aware of any of the following signs of concern, so that investigation can take place and support begun. A child who is being bullied may:

- Be frightened of walking to or from school
- Change their usual routine, seemingly without a reason why
- Be unwilling to come to school, often complaining of minor ailments or illnesses which later seem to disappear
- Become withdrawn, anxious or lacking in confidence
- Start to stammer or struggle with speech
- Be upset but unwilling to explain why
- Struggle with sleep, or wake having had bad dreams
- Stop eating, or become very fussy with foods
- Struggle with homework or class work, especially with motivation or concentration
- Have cuts or bruises which they cannot or will not explain
- Have missing money or possessions that they cannot explain
- Change in character—for example, becoming aggressive or unreasonable or disruptive
- Show bullying tendencies themselves—for example, with younger siblings.

Many of the above signs and symptoms of course can be explained in other ways too, so bullying should never be assumed. Rather, all concerns should be shared and communicated so that we do not miss any aspects of bullying, however small they may first appear.

## What happens at Alban Wood if bullying is discovered?

At Alban Wood, we continuously promote to the children the importance of telling somebody if they are worried about bullying. Communication is supported and facilitated at all times, so that the victim and perpetrator can discuss actions and feelings to correct wrongdoing. The pupils, with adult support, decide on measures to help resolve conflict, with the children being very active in this reflective process. In addition, the following are specific actions that will take place in the case of bullying:

- Children are encouraged to report their worries about bullying to an adult/our learning mentor or any other member of staff.
- Children will speak to one another to resolve bullying issues—they will always be praised for listening to one another, for being honest, and for maturely reaching an agreed solution and/or consequence.
- In any case of perceived bullying, the class teacher will be informed.
- In any case of serious bullying (repetitive and malicious, as opposed to a one-off incident), a member of the Senior Leadership Team (SLT), will be informed/involved and the incident will be recorded.



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- In any case of serious bullying, parents of both the victim and perpetrator will be informed/invited in to school.
- Consequences of bullying will be in line with the behaviour policy, and will depend on the seriousness of the incident, the age of the child and the context of the situation.
- After an incident of bullying, very close monitoring will take place to ensure that a resolution has properly taken place.
- Where necessary, additional support may be sought: for example, through outside agencies to work with a child and/or their family.
- Behaviour incidents are logged online on Arbor and any safeguarding concerns are logged online on CPoms.

## **Bullying outside school premises**

As a school, we are always keen to support if we can and need to know if there is bullying going on outside of school. This may be anywhere within the local community, on the way to/from school, between neighbouring houses or through cyber-bullying. The SLT will always investigate reported incidents, and will judge whether it is necessary to seek the advice or support of the police or community police where actions are of a high level of concern and outside of school control.

## **Monitoring**

As stated above, all serious bullying incidents are recorded. In addition, the implementation of this policy will be monitored by the Senior Leadership Team and the Governor responsible for safeguarding.

## **Policy Review**

This policy will be reviewed in full by the Governing Body bi-annually.

This policy was last reviewed in summer 2020 and agreed by the Governing Body.

It is due for review summer 2022.

Signature .....(Head Teacher)

Date .....

Signature .....(Chair of Governors)

Date .....