



ASTON FIELDS MIDDLE SCHOOL

ANTI-BULLYING POLICY

Date: September 2025

Date of Review: Annually in September



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DEFINITION OF TERMS

What is bullying?

Aston Fields Middle Schools' understanding of bullying is as follows:

“A form of unacceptable, repeated and persistent behaviour happening over time by an individual or group, involving an imbalance of power that intentionally hurts another individual or group either physically or emotionally”.

BUT it is **not** bullying when two children/young people of approximately the same age and strength have the occasional fight or quarrel or when someone is being ‘nasty’ through an ill-thought word or action.

Cyber bullying is bullying displayed through mobile phones, on the internet, or via social media. Please refer to the Online Safety/Acceptable Use policy for more information which can be located both in the pupil planners and on the school website.

This policy will be reviewed annually.

OVERVIEW

In this school, bullying and any other forms of intimidation will not be tolerated. This is communicated to pupils and parents/carers by the Senior Leadership Team and is a message that is also regularly delivered by school staff during assemblies, form periods and relevant lessons. From the first assembly with Year 5's, and throughout their four years at this school, all pupils are regularly reminded to ‘Tell an Adult you Trust’ if they are concerned about anything, so that school staff can help them. Year 5s are introduced to the Senior Leadership Team and other key staff during their first assembly. This means that they can immediately identify several people who they could talk to if they are worried about anything. Pupils are also specifically told not to stay silent, as staff cannot help them if they don't know how they are feeling.

This school has an excellent reputation for effectively managing incidents and alleged bullying, as well as any instances of poor behaviour. The Governing Body's last parents/carer survey in October 2023 indicated that parents/carers agree that pupils feel safe in the school and that their children are well looked after. The governors have conducted pupil voice activities to ensure that pupils feel safe at



school and that any bullying will be addressed effectively. The governors' conversations with pupils regularly confirm to them that this is the case.

Aston Fields Middle School encourages pupils to treat others with kindness and respect, so that pupils can come to school without fear, knowing that they will be safe in school. If pupils or their parents/carers tell us a child is not feeling safe in school or is fearful of coming to school, the school will investigate and do its absolute best to resolve any issues. School staff will be vigilant and will take necessary action if there are any signs or reports of bullying.

This policy supports the school's ethos of promoting good manners, character, courtesy, co-operation and mutual respect.

OBJECTIVES

1. To ensure that pupils feel safe at this school and free from bullying and intimidation, including racist, homophobic, cyber and prejudice-based bullying.
2. To build an ethos where pupils feel safe and free from threat and intimidation.
3. To promote good relationships where pupils and staff are treated with kindness and respect.
4. To use our Character Education programme to support pupils to make the right decision at the right time and for the right reason.
5. To act promptly and effectively if a child or parent/carer informs staff of alleged bullying and to investigate the allegation, acting on findings accordingly.
6. To encourage pupils to report any attempted bullying through 'Tell an Adult or person you Trust' so staff 'know' and can act accordingly.
7. For staff to remain vigilant of potential bullying and intervene if there are signs of this.
8. To have sanctions that deter bullying.
9. To raise awareness of the nature and impact of bullying.
10. To promote the emotional resilience of children and young people to deal more effectively with all forms of bullying.

STRATEGIES

1. This school will use its 'Behaviour for Learning Policy' to promote good behaviour so that there is an ethos where bullying is not tolerated.
2. This school uses its established Character Education programmes to support pupils to understand how their words and actions impact others.
3. Pupils will be regularly encouraged to report bullying and when they do so, they will be listened to, and their concerns will be investigated and acted upon accordingly. '*Tell an Adult or person you Trust*' will be regularly promoted to all pupils in assemblies.
4. Staff will be vigilant and intervene if any bullying is observed or reported or suspected.
5. Relevant lessons, such as PSHE (Personal, Social, Health Education), will be used to discuss bullying and to ensure that pupils are aware that bullying is not tolerated at Aston Fields Middle



School and that the victim should always report alleged bullying to parents/carers, staff or friends.

6. Parents/carers will be informed and involved in any reported incident and will be expected to support this school policy.
7. Any allegations of bullying, made by parents/carers or school staff should be reported first to the class/form teacher, who will investigate and work to resolve the issues initially, keeping Directors of Year Group informed. If a parent/carer remains unhappy after the class/form tutor has completed initial investigations, it should then be referred to the relevant Director of Year Group who will re-investigate and work to resolve the issues, keeping the Senior Leadership Team informed. If a parent/carer remains unhappy after the second investigation by the Director of Year Group, it should be passed to a member of the Senior Leadership Team who will work with parents/carers, staff and pupils to support resolution. If a parent/carer remains unhappy at this stage of procedures, it should be reported to the Headteacher. It is important that the various stages of investigation are completed in this order. All concerns of child-on-child abuse will be treated as a Safeguarding concern where a child is suffering, or is likely to suffer, significant harm as set out in the school's Child-on-Child and Safeguarding and Child Protection Policy.

APPROPRIATE USE OF LANGUAGE

In line with the school's high expectations of behaviour, the governors expect staff to model positive behaviour in their interactions with each other, with parents/carers and with the pupils.

Pupils and staff understand the importance of using inclusive and non-derogatory language. Use of inappropriate interactions, including prejudice-based and aggressive language, will be firmly challenged and dealt with as with any other incident of poor behaviour.

Staff will challenge disparaging language, particularly that related to perceived ability, race, religion, sexuality, appearance or family circumstances, even if used as "banter" between friends. In fact, "banter" is always discouraged.

Pupils are regularly reminded about the appropriate use of language and the boundaries between friendly teasing and behaviour that makes people feel threatened or hurt. Pupils know that the use of disparaging language will be challenged, logged and reported to staff as appropriate, and that action may be taken.

OUTCOMES AND MONITORING

Aston Fields Middle School will continue to have a warm, friendly, welcoming and safe ethos. It will continue to be a place where bullying is not tolerated and where we all treat others as they themselves would expect to be treated. However, the governors understand that it is unreasonable to expect staff to simply 'know' that a child may be being bullied as some children will display no signs of being bullied or they may choose not to say anything to school staff, despite being regularly reminded to 'Tell an



Adult or person you trust'. The governors can only reasonably expect staff to remain permanently vigilant of a child being potentially bullied and to act immediately if they have any suspicions. The governors also urge parents/carers to inform school staff immediately if they have detected signs of possible bullying in their child so that staff 'know' and are able to act accordingly. The governors believe it is crucial to follow this to best safeguard a child from bullying or potential bullying. If in doubt, report it to school staff immediately, in line with general safeguarding advice as found in the school's safeguarding policy.

Mr Hall, Deputy Headteacher (Personal Development, Behaviour and Attitudes), monitors all aspects of Behaviour, Safety and Personal Development and reports regularly to the Headteacher, who in turn reports to the Governing Body.