



Holbeton Primary School

## Anti Bullying Policy



*'Small but Mighty - from tiny acorns mighty oaks do  
grow'*

## Our Aims and Expectations

At Holbeton Primary School, we have the highest expectation of our children and encourage them to:

Be Safe



Be Respectful



Be Ready



## Bullying

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to “tell” and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. Therefore, if the bullying target is too afraid to tell a teacher, all the bystanders know that it is their duty to do so, and that they won’t be accused of telling tales. We have systems in place in school to ensure that children can speak to an adult if they need to.

## What is Bullying?

The Government defines bullying as 'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.'

The term ‘bullying’ refers to a range of harmful behaviour, both physical and psychological.

Bullying behaviour usually has the following four features:

1. It is repetitive and persistent – though sometimes a single incident can have precisely the same impact as persistent behaviour over time, for it can be experienced as part of a continuous pattern and can be extremely threatening and intimidating.
2. It is intentionally harmful – though occasionally the distress it causes is not consciously intended by all of those who are responsible;
3. It involves an imbalance of power, leaving someone feeling helpless to prevent it or put a stop to it;
4. It causes feelings of distress, fear, loneliness and lack of confidence in those who are at the receiving end.

#### Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of, sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Social: excluding, ignoring etc.
- Cyber: All areas of internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology (i.e. camera and video facilities)
- Peer on peer abuse.

#### Promoting an anti-bullying ethos

All governors, teaching and non-teaching staff have an understanding of what bullying is. They know what the policy is on anti-bullying and follow the agreed

procedures immediately. Everyone in the school community works at becoming a TELLING school, i.e. staff will ensure that children will be constantly reminded that:

- we are all wonderful individuals (promoting self-esteem)
- being a bystander is unacceptable
- there are 'grown ups' they can tell other than their class teacher or their parents/carers
- there are different ways of 'telling' (verbal, getting a 'friend' to tell, writing a note for the 'Worry Monster" etc.
- they will not be accused of 'telling tales'.

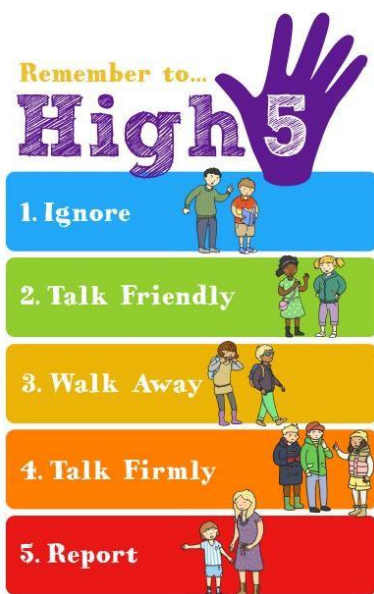
#### What Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

#### We maintain awareness by:

- running an anti-bullying week once a year in line with National Anti-bullying Week
- by discussing bullying (not individual incidents) during Circle Time and PSHE lessons
- by running Assemblies focusing on an aspect of bullying
- by displaying posters (e.g. Child Line number) and issuing any other appropriate literature as it becomes available
- by making references to bullies, victims and ways of dealing with bullying through other subjects areas.
- by responding quickly to any reported incidents
- by praising and rewarding positive behaviour

- by encouraging 'telling' at appropriate times and through appropriate channels.



### Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Morley Meadow Primary. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested.

6. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied in line with our Relationships (Behaviour) Policy.
10. If possible, the pupils will be reconciled.
11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
12. In cases of serious bullying, the incidents will be recorded by staff and kept in a school behaviour file.
13. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
15. If necessary and appropriate, the Designated Safeguarding Lead will become involved and advice from other agencies sought.

#### Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Name of organisation	Website
Anti-Bullying Alliance (ABA)	<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>

Anti-bullying Network [www.antibullying.net](http://www.antibullying.net)  
Childline [www.childline.org.uk](http://www.childline.org.uk)  
NSPCC [www.nspcc.org.uk](http://www.nspcc.org.uk)  
Bullying UK <http://www.bullying.co.uk/cyberbullying/>

This policy may link to other policies such as: Relationship and Behaviour Policy.