



Anti-Bullying Policy

Updated: March 2023

Review: March 2025



Aims of the Policy

At Blaby Stokes CE Primary School we are committed to providing a respectful, kind and safe environment in which all children are free from the fear of being bullied and where they can be successful. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult. Our aim is to deal with bullying decisively and promptly.

Our chosen biblical verse, from Jeremiah 29:11 “For I know the plans I have for you...plans to prosper you...to give you hope and a future” underpins all that we do at our school.

Our values of Respect, Kindness and Success are taught to pupils across the school alongside work on pupils’ personal development. We aim to ensure that our pupils leave Blaby Stokes as responsible, articulate and confident young people ready for the next stage of their education.

To ensure that this happens, our Behaviour Policy, Anti-Bullying Policy and Safeguarding policy will provide a robust framework so all pupils, staff and governors understand what behaviour is expected; how to teach good behaviour and how to deal with unwanted behaviour.

This policy outlines how our pupils learn to develop kindness and to respect similarities and differences – through our curriculum and through living our school values.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a kind and thoughtful way that does not harm others. We do not class every unkind comment or action as bullying but seek to deal with issues that arise quickly and effectively.

Our definition of bullying comes from the Anti-Bullying Alliance’s (ABA) view of bullying. The ABA states:

‘Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.’



Bullying behaviour can include, but is not limited to:

- Physical: Pushing, poking, kicking, hitting, biting, pinching, damage to property etc.
- Verbal: Name calling, sarcasm, spreading rumours, threats, nasty teasing, insults and belittling.
- Emotional, psychological and indirect: Isolating others, rumours, tormenting, hiding property, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation, coercion and exploitation.
- Online/cyber: Using ICT and the internet via mobile phones and computers for posting on social media, sharing photos, sending nasty text messages, sending messages in online games and social exclusion
- Sexual: Unwanted physical contact, inappropriate touching, abusive comments, exposure to inappropriate films etc.
- Homophobic or biphobic – based on sexuality or perceived sexuality
- Transphobic – based on gender identify and/or gender stereotyping
- Racial, religious or cultural
- Focussed on SEN and disabilities
- Focussed on appearance or health conditions
- Related to home circumstance.

Prevention of Bullying

At Blaby Stokes CE Primary School we have high expectations of behaviour; teaching appropriate social skills and active promotion of good behaviour are the key elements to ensuring that bullying does not occur. When there are incidents of bullying we will work together to deal with the situation and to learn from what has happened. The following methods are used to achieve these aims:

- Our Behaviour Policy outlines how good behaviour is taught so pupils understand what is expected of them.
- We are developing a positive school culture through embedding our values of respect, kindness and success.
- We respect each other and celebrate difference.
- We are kind to each other.
- There is regular and focused teaching of Personal, Social and Health Education as this is a key factor in ensuring pupils know how to treat each other well and are able to discuss feelings. We use the Cambridgeshire Primary Personal Development Programme.
- Pupils are taught about appropriate use of the internet and social media through ICT lessons, including what it is and how to deal with cyber bullying. We use 'Teach Computing' and 'Project Evolve' to ensure pupils develop a good awareness of Esafety.
- Training is given to lunchtime staff on games and activities for pupils as well as use and implementation of the Behaviour Policy.
- Regular assemblies are given to ensure pupils know what bullying is; what to do if it happens; who to ask for help and that they are all responsible, even if they are not actively bullying.

- All school staff actively listen to pupils about behaviour issues and respond with tailored teaching, where appropriate, before issues escalate into bullying. Incidents of unwanted behaviour are recorded to help identify patterns of behaviour.
- Pupils are able to complete 'wellbeing sheets' to share information about how they are feeling.
- The Anti-Bullying Policy will be reviewed every two years.
- Governors oversee this policy and the implementation of it. Incidents of bullying are shared with the local governing body.
- A team of Year 6 pupils lead play activities and games on the EYFS/KS1 playground at lunchtime.

What to do if bullying occurs

Blaby Stokes CE Primary School's Behaviour Policy outlines how unwanted behaviour should be dealt with. 'Unwanted behaviour' becomes bullying when it is deliberate, repetitive and involves an imbalance of power.

- If a child experiences unwanted behaviour they or a child who witnessed it should speak to an adult on duty or an adult they feel comfortable sharing the information with. This adult will take their concerns seriously and talk to the child concerned then ask pupils who were also involved and/or witnessed the behaviour to share their experience. Where appropriate, pupils may be asked to write this down. Pupils are encouraged to understand they are responsible for preventing bullying by telling adults about incidents they witness.
- This information is recorded on Arbor (the school's management information system). This record will also name all pupils involved.
- We secure the safety of the target of bullying and take actions to stop the bullying from happening again. We consider what the incident has taught us and reflect on this learning.
- We consider any safeguarding concerns and ensure that these are reported to the Designated Safeguarding Lead (DSL) or a Deputy Designated Safeguarding Lead (DDSL).
- If you are a parent/carer who becomes aware of unwanted behaviour or bullying relating to your child or another child, contact your child's class teacher in the first instance. The teacher will follow the same steps to find out more about, record and deal with the unwanted behaviour.
- Consequences are clearly outlined and include keeping a record of behaviour, missing breaktimes, informing the Behaviour Mentor, Pastoral Lead and other staff, and informing parents. In this way, persistent unwanted behaviour is highlighted and consequences and/or teaching can be targeted.

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- Their class teacher/classroom support staff
- Behaviour/Pastoral staff
- A trusted adult

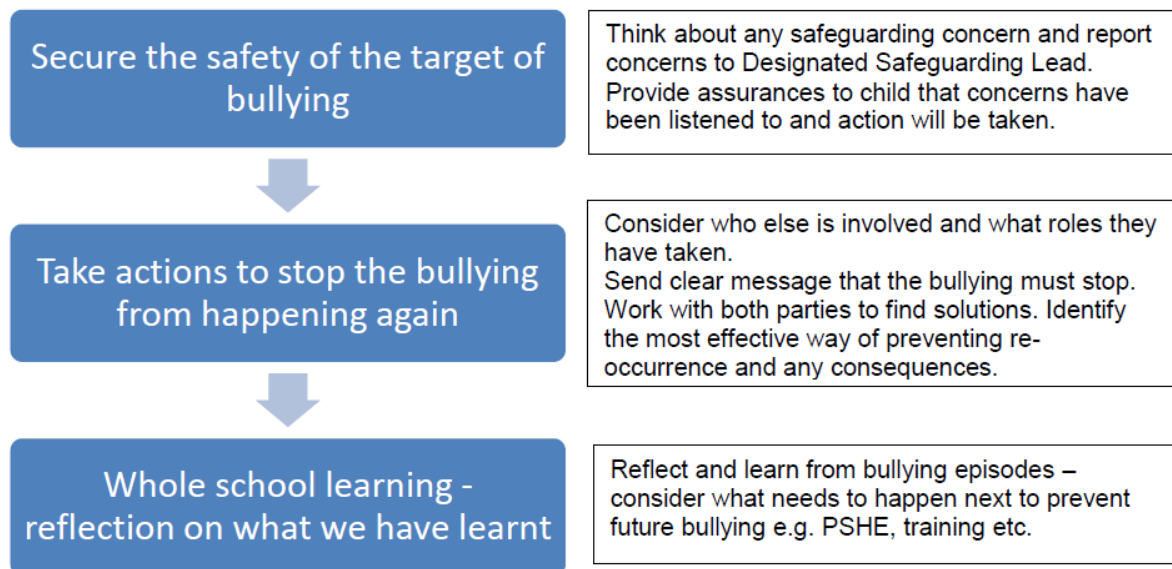
All pupils have daily access to 'wellbeing sheets' on which they can report their concerns if they do not feel confident speaking to an adult.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher but can also be a member of the pastoral/behaviour team.

When pupils report their concerns our staff are trained to listen and to believe. We involve children as far as possible in finding solutions.

How we deal with bullying



When bullying has been identified, plans should be developed to consider:

- Restorative work with the pupils involved;
- Considering times the pupils are together and how this can be monitored and managed by an adult;
- Further specific teaching input needed for the cohort.

All parties affected by bullying, starting with the target and including parents where necessary, will have appropriate opportunities to talk to members of staff about how the incident or incidents have affected them. The school will then

decide whether further support is needed to both prevent recurrences and ensure the well-being of everyone involved.

We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and other monitoring activities.

When a criminal offence is believed to have been committed the police will be informed.

If bullying occurs off the school premises the school still has the power to investigate and discipline children if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. Staff will also consider whether it is appropriate to notify the police. The process outlined above may also be followed with situations that occur off the school premises if this is appropriate.

Procedures for parents

If a parent has any concerns about their child they should contact the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the Pastoral/Behaviour team and senior staff as appropriate.

The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.

Parents should not confront the pupil they believe is the 'bully' or their parents. This can complicate the situation and distress pupils.

The school will deal directly with all pupils involved and their parents directly.

Parents will be kept informed of any actions the school is taking.

If parents feel that their concern has not been dealt with appropriately they should follow the school's complaints policy.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity and respect at all times. This includes both face-to-face contact and online.