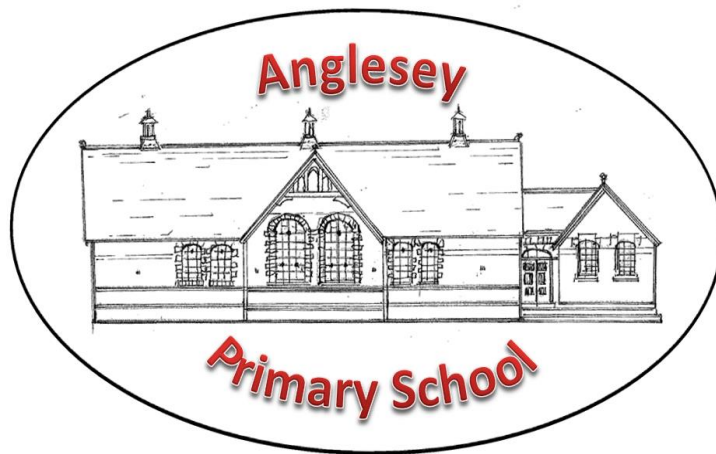


Anglesey Primary School

# Anti-bullying Policy



Reviewed

September 2023

Bullying is wrong and damages individual children. As a school we do all that we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

Anglesey Primary School works hard to create a positive atmosphere where children can learn and have fun without being bullied.

Bullying can be a major cause of low self esteem, unhappiness and unwillingness to come to school so it is very important that every effort is made to reduce it.

At Anglesey Primary School we have an open door policy where children, parents and staff know that incidents of bullying will be investigated and dealt with promptly and thoroughly.

We believe we need to help and support both sides of the problem in order to reduce bullying and the misery that it causes.

### **What is bullying?**



**Anglesey Primary School defines bullying as:**

**“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”**

**There are four key elements to this:**

**hurtful**

**repetition**

**power  
imbalance**

**intentional**

**If this happens and children don't feel safe they can tell...**

**any teacher**

**a dinner  
supervisor**

**a friend**

**family**

**office staff**

Bullying can be

Emotional	being unfriendly, excluding, tormenting
Physical	Pushing, kicking, hitting, punching or any use of violence
Racist	Racial taunts and gestures
Verbal	Name calling, spreading rumours, teasing
Cyber	All areas of the internet, such as email, texts, misuse of camera and video facilities
Homophobic	Sexually abusive comments
	Directed against somebody because of their disability

### **Bullying is not...**

It is important to understand that bullying is not the occasional falling out with friends, name calling, or when the occasional joke is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind occur, it is not classified as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish trick. We all have to learn how to deal with these situations and develop social skills to repair relationships and become resilient.

### **At Anglesey Primary School we aim to reduce bullying by:**

- Making sure that everyone is valued and treated with respect.
- Teaching the children acceptable ways to manage their feelings in relationships with other children and staff.
- Raising awareness about what bullying is and how it affects other people's emotions.
- Explore through PHSE ways in which we can make Anglesey Primary School a bully free school.
- Staff encourage the children to talk about incidents of bullying.
- Children are encouraged to speak out if they are being bullied or if they see other children being bullied.
- Involving parents on both sides as soon as possible with regard to any incidents which occur in school.
- Providing a consistent way of dealing with incidents of bullying and harassment.
- Never ignoring suspected cases of bullying and harassment.
- Everyone taking responsibility.

### **What the children should do if they are being bullied.**

- Tell a member of staff, or their parents, that they are being bullied.
- Say no to the person who is bullying them and go and tell a teacher straight away.
- Not fight back, this may make things worse.

**What the children should do if they suspect their friend is being bullied.**

- Tell a member of staff. Watching and doing nothing looks as if they are the side of the bully.
- Tell the bully that their behaviour is wrong.

**What parents should do if they suspect their child is being bullied.**

- Birmingham City Council help and advice can be found here:  
[https://www.birmingham.gov.uk/info/20019/children\\_young\\_people\\_and\\_families/1040/help\\_and\\_advice\\_about\\_bullying](https://www.birmingham.gov.uk/info/20019/children_young_people_and_families/1040/help_and_advice_about_bullying)  
[https://www.birmingham.gov.uk/downloads/download/2426/anti-bullying\\_resources](https://www.birmingham.gov.uk/downloads/download/2426/anti-bullying_resources)

**School Advice and procedure**

- If you feel that your child may be a victim of bullying behaviour, tell the school straight away.
- Talk about it with your child and encourage them to talk about it to a member of staff. Tell your child it is not their fault they are being bullied.
- It is important that you do not advise your child to fight back as it may make matters worse.
- You will be angry but do not over react, it can make the situation worse, your child needs to be assured that the situation will be dealt with calmly. Confrontation is often what they are trying to avoid and your open anger may make them reluctant to talk about the matter.
- Do not take matters into your own hands and confront the bully's parents; this can lead to serious arguments.
- Pastoral Director or mentors may conduct direct work with both parties individually where needed and referrals may be made to external agencies

**What the school will do if a member of staff receives an allegation of bullying.**

- As a school we will always listen to suspected cases of bullying.
- Contact LADO. The Local Authority Designated Officer (LADO) is the person who should be notified when there are concerns a professional or volunteer who works with children has behaved in a way that has harmed a child, or may have harmed a child.

**The school's response to bullying**



### Anglesey Primary School's response to bullying

#### **STEP 1**

##### **Make sure everyone involved is safe.**

- a) Record the details on My Concern.
- b) Tell pupils you'll take it seriously and you will take action

#### **STEP 2**

##### **Try to stop the situation happening again**

- a) Be clear the behaviour is not OK
- b) Look at the whole group behaviour. Could anyone become an upstander? Is there anyone encouraging the bullying?
- c) Keep checking in even when you think the bullying has stopped

#### **STEP 3**

##### **What can the school do to help?**

- a) Think about what the incident has taught you. Should you update policies? Provide training? Address an issue with discriminatory language?
- b) Can you stop the incident from happening in the future?

- We will always investigate complaints about bullying immediately.
- We will adopt a problem solving approach to develop strategies for the person being bullied and the person doing the bullying, to try and prevent further bullying.
- We will record incidents of bullying on My Concern, recording who was involved, what happened and how it was followed up.
- Parents and carers of all those involved will be contacted, if it is deemed necessary.
- The victim will be informed about what action has been taken.
- We will follow up the incident shortly after it has happened and after a further period of time to ensure that the bullying has stopped.
- Sanctions may be taken against the person/persons who are bullying. We have nurturing groups in school able to support victims or perpetrators.
- Students and Lunchtime supervisors need to inform the class teacher immediately if a child says that they are being bullied, A lunchtime incident may be part of a bullying scenario which is taking place at other times during the day and this piece of information completes the picture.

### **Monitoring and Evaluation**

This policy will be monitored by the Senior Leadership team

