

Park Primary School

Anti-Bullying Policy

Reviewed	Reviewed by	Review cycle	Next review
18 th June 2024	Resources Committee	Every two years	June 2026

Purpose

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our school
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of Park Primary School, including senior leaders and governors, paid staff, volunteers, agency staff and students. It should be read in conjunction with our school Behaviour Policy.

What is bullying?

Bullying includes a range of abusive behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK.

The NSCPS website has summary guidance about the current legal frameworks:

[Bullying and Cyber Bullying](#)

[Online Abuse](#)

[Child Protection in the UK](#)

Our Approach

At Park Primary School, we believe that

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

Preventing Bullying

We will seek to prevent bullying by:

- developing a behaviour policy that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying • putting clear and robust anti-bullying procedures in place.

Our regular discussions with staff, volunteers, children, young people and families will focus on:

- a shared responsibility to look after one another and uphold our school values and the principles within our behaviour policy
- practising skills such as listening to each other
- respecting the fact that we are all different
- helping children to make friends and develop relationships
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well.

Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about seeking opportunities to help staff and children to learn about and celebrate difference. This includes through PSHE lessons, assembly and the curriculum.

Responding to allegations of bullying

We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders

We will review interventions that we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

Procedures

- Children should report bullying incidents to available staff or someone who they can trust. Allegations of bullying will be recorded by staff on CPOMs using 'Bullying' as a tag in the incident entry.
- Incidents will initially be investigated by the class teacher
- If an incident is not initially resolved, a member of SLT will be informed
- Parents must report any concerns about bullying to their child's class teacher
- If an ongoing problem is identified, parents will be informed and be asked to come in to a meeting to discuss this.
- Any bullying behaviour or threats of bullying will be investigated and addressed.
- Appropriate feedback will be given to the parent reporting the bullying in a timely manner.
- The school accepts that any child could display bullying behaviour and as a school, we have a moral imperative to help those doing so to change their behaviour.

Actions and Interventions

- The school will aim to sort out differences and encourage the pupils to reconcile where appropriate
- Children who have displayed inappropriate behaviour will take part in a restorative reflection session with a member of staff to explore their choice of actions and language, and the impact this has had on others.
- A logbook may be used to monitor incidents at regular times during the day so that a child who feels bullied will have opportunities and prompts to share with an adult any incidents in a timely manner. This means that inappropriate behaviour can be actioned promptly and patterns can be identified.
- A logbook may be used for the child who has or may be displaying bullying behaviours. They will be given regular 'check-ins' during the day to identify any times where coaching or reflective conversations can take place and so that the child is aware that their actions are being monitored.
- Review meetings with parents will take place to evaluate the current situation and measures.
- Additional measures may be put in place to help all children feel safe eg playground timetables, change of seating plans, staggered social times.
- The school will consider whether extra emotional support is required for any children involved in reported incidents.

- The school will consider whether additional support to develop and maintain healthy relationships and friendships is required for any children involved in reported incidents e.g. Circle of Friends
- The class of children involved may have additional PSHE lessons based around trouble shooting incidents and understand the impact of their actions on others.
- The schools behaviour policy will also be referred to and followed.