

## Anti-Bullying Policy

### Introduction

Staff and governors at The Blake Primary School are committed to providing a safe and stimulating learning environment where all can flourish within a clear ethos of integrity, compassion, honesty and forgiveness. Respect for one another is encouraged along with an understanding of each other's needs. All staff have high expectations of outstanding behaviour and will challenge any behaviour that falls below this.

Staff take all reported incidents of bullying seriously. Children and parents can be assured that they will be listened to, taken seriously and supported when bullying is reported. Staff will seek ways to counter the effects of bullying and positive support will always be offered to children who have been bullied.

### What is bullying?

Bullying is behaviour by an individual or group that is **repeated over time** and that **intentionally** hurts, frightens, threatens or upsets another individual or group. Bullying can be -

- Physical – fighting, pushing, pinching, spitting etc.
- Verbal – name calling, teasing, spreading rumours and taunting.
- Emotional - exclusion from a group, intimidation, ridicule, humiliation or extortion.
- Non-verbal - rude gestures.
- Cyber - via social media, mobile telephones or the internet.

Staff recognise from the accounts they obtain from witnesses that children's perceptions of incidents that have happened in school may vary. Staff are committed to listening to children who perceive that they are being bullied and to validating what they are feeling. However, whilst all incidents of reported poor behaviour are followed up, the actions in this policy will only be undertaken where there is credible evidence that can be scrutinised of actions from one child towards another that are intentional and repeated over time.

Bullying may relate to a wide range of issues including race, gender or special educational need, it may also be sexually abusive. Bullying is always wrong and is contrary to the school's ethos and vision, it is never tolerated.

### How is Anti-Bullying taught and discussed in school?

All children understand the expectations of positive behaviour. This is reinforced by -

- the school's ethos and vision,
- an embedded focus on values,
- the school's behaviour policy,
- the school's code of conduct,
- Collective Worship,
- class learning including PSHE and circle times.

All children are helped to understand the importance of apology and the scope of the school's forgiveness. Staff support all children in helping them to modify and manage their behaviour and will ensure that there are always opportunities for reflection provided.

The curriculum in all year groups provides opportunities for children to reflect on relationships and feelings. Specialised nurture groups and work with external agencies takes place as considered appropriate to support individual children. Visits from professionals e.g. local PCSO (Police Community Support Officer) may occur to provide information and to answer queries.

Across the school children are encouraged to support one another, with older children spending time with younger ones in order to develop protective relationships and friendships across the school.

The school's outdoor classroom is open each lunch time, children can go to this area if they are anxious or concerned and it also provides a quieter area for children to socialise and play games.

Staff are expected to:

- ensure that all areas of the school are appropriately supervised and that any 'hidden areas' are checked regularly
- encourage positive behaviour and counter bullying through reinforcing the school's vision and values, discussions, circle time and assemblies
- watch for possible early signs of bullying e.g. deterioration of work, unexplained illness, isolation, the desire to remain with adults, erratic attendance

If parents suspect bullying, they should inform the class teacher as soon as possible; they should also encourage their child to talk to their class teacher.

Staff will work with parents to devise strategies that will support children. If bullying persists the school will continue to work proactively with parents, a written record regarding who, what, where and when will be kept.

### **Dealing with serious bullying in school**

In order to convey to everyone concerned how seriously the school regards bullying behaviour the following guidelines should be adhered to whatever the age of child, but as appropriate to the incident. Both the child being bullied and the child who has used bullying behaviour should record the event in writing (who, what, where and when). Younger children may need help in recording the incident and an adult may need to record for them.

Staff should:

- listen carefully
- offer the victim immediate support and help
- make the unacceptable nature of the behaviour clear to the bully immediately
- record all incidents and inform a member of the Senior Leadership Team

Any bullying incidents should be reported to a member of the Senior Leadership Team who will arrange a meeting with all involved, if this is seen to be appropriate. The outcome of any meeting(s) must be recorded including a note of any injuries or damage to property, any sanctions put in place and follow up support given.

Children who have used bullying behaviour will be dealt with in accordance with the school's Positive Behaviour Policy. The parents of children involved may be contacted at any stage and will be invited to be part of any on-going discussions and strategies to support positive behaviour.

Children who have been bullied will be encouraged to:

- talk to an adult they trust
- stay where there are plenty of other children about and where an adult can easily see them
- if possible, avoid being alone in places where bullying might happen
- walk away from difficulties or danger quickly and confidently

Children who have been bullied will also be provided with opportunities to develop both their friendship groups and positive self-esteem.

### **Dealing with incidents outside of school**

If bullying occurs outside of school parents are asked to inform the class teacher/a member of the Senior Leadership Team in order that appropriate support can be offered in school.

Reports should be made as soon as possible following a bullying incident outside of school. Such reports will be investigated and a record of them kept; any action that is felt appropriate will be taken in line with school policies.

**Where bullying is serious and/or persistent**

Where bullying is proven, serious and/or continues despite intervention and support, the decision may be made to suspend the child responsible from school for a fixed term, or to permanently exclude them. In these instances, the DfE guidance relating to suspensions and exclusions will be followed.

Updated September 2025