

ANTI-BULLYING POLICY



Alexander McLeod Primary School

Updated: September 2024
Date of review: September 2025

Anti-Bullying policy

Purpose

At our school, we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We recognise that bullying, especially if left unaddressed, can have a devastating effect on individuals. Across all aspects of school life, pupils are taught to **be ready, be respectful and be safe**. We expect pupils to treat one another with kindness and we endeavour to ensure that all members of our school community have a clear understanding of how their actions affect others. It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

What is bullying?

At our school, we adopt The Department for Education's definition of bullying, which states that bullying is behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

In accordance with the law, our school has a behaviour policy in place which includes measures to prevent all forms of bullying amongst pupils. For further information, please see the behaviour policy.

Roles and Responsibilities

Everyone is responsible for the helping our pupils develop strong relationships and for preventing bullying.

Staff

- Staff are role models for our pupils and as such they should model positive and respectful relationships with each other and with the children.
- Staff will help pupils learn how to develop healthy relationships and will support children to navigate conflict with restorative conversations.

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- If bullying occurs, staff will follow the process outlined in this policy.
- Staff will answer questions that pupils have about relationships in PSHE lessons and pastoral interventions.

Pupils

- Pupils are expected to follow the 3Bs at all times.
- If friendship issues occur, pupils will be supported to engage in restorative conversations.
- Pupils are encouraged share any concerns that they have with trusted adults in school.

Parents

- Parents support the school by ensuring that their children develop respect for others.
- Parents will discuss any issues with the school so that any problems can be solved swiftly.
- Parents should be mindful when using the term 'bullying'. Please refer back to the definition of bullying at the beginning of this document.
- Parents should be aware of their child's activities online and the potential harm this can cause them – most social media platforms carry a 13+ age recommendation.
- Parents should be alert to sudden changes in their child's behaviour.

Governors

- Governors monitor the implementation of this policy.
- Governors gather opinions from children, parents and staff about relationships in our school.
- Governors monitor the number of bullying instances recorded and the school's response in supporting children in addressing these.

Preventing Bullying

Here in our school, we recognise that bullying can be fuelled by prejudice and we work to create a culture where prejudice and hatred is not accepted. Prejudice is behaviour that is homophobic, transphobic, racist, targeted at faith, sexist or disablist. This type of behaviour might manifest in harmful language, in social exclusion or in unfair treatment. In order to prevent bullying, it is essential that we set clear boundaries and make sure that these are understood by all pupils. Furthermore, we recognise that one of the most significant ways in which we can

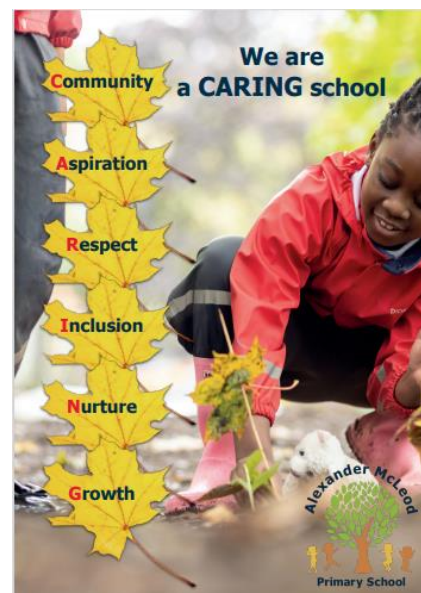


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prevent bullying from occurring is by actively promoting and embedding a collective ethos of respect, kindness and inclusion.

Below are some of the many ways in which we actively seek to prevent bullying at Alexander McLeod Primary School:

- We teach pupils about how to treat people kindly, fairly and with respect in assemblies, PSHE lessons, circle time, RE and through our 3Bs, which are embedded in every aspect of school life.
- We reward pupils for good behaviour and good learning to promote a calm, orderly, safe and supportive environment.
- We provide weekly circle times in which children have a safe space in which to express and discuss their worries with trusted adults.
- We remind children of the importance of our school values and how these contribute to their academic and social success.



Cyberbullying

Cyberbullying is bullying that takes place online. Unlike bullying offline, online bullying can follow the child wherever they go, via social networks, gaming and mobile phones. A person can be bullied online and offline at the same time.

Our school has a range of strategies to prevent online bullying, including:

- Strict firewalls are in place to prevent access to public forums or social media;
- Pupils are taught how to use the Internet safely and responsibly, and are given access to guidance and support resources from a variety of sources.

We encourage pupils to discuss any concerns or worries they have about things they see or hear online, including any bullying or harassment. If a child discloses anything that creates concern about their interactions online, the procedures laid out in our safeguarding and behaviour policies are followed.

Procedure for Responding to Allegations of Bullying

The exact course of action will vary with each situation depending on the circumstances, but the main objectives should always be that reports of bullying are identified, brought into the open, recorded, discussed and that strategies are agreed to help resolve the problem. In all incidents of bullying – observed, disclosed or suspected – it is important to ensure that:

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- Pupils can tell an adult that they trust straight away;
- Incidents are then referred to a member of SLT or the pastoral team so that a fair and thorough investigation can be conducted;
- It is made clear to all involved that the behaviour is unacceptable and the bullying must stop;
- The victim is assured that they will be supported and kept safe;
- Everything that happens is carefully recorded on CPOMS;
- Incidents are referred to SLT and the pastoral team for fair and thorough investigation.

Additionally, those involved will need to discuss and agree on:

- The appropriateness of any sanctions. These will depend on the individual circumstances of each incident;
- What support is needed for the perpetrator to help him/her reflect on;
- What support is needed or available to help the victim;
- How best to work with the parents of all the pupils involved.

All bullying incidents are monitored for evidence of action by SLT and/or the governing body.

Pastoral Support

Here at Alexander McLeod Primary School, we acknowledge how important it is to nurture a child's mental health and wellbeing, as well as their physical health and academic growth.

We provide pastoral support in the following ways:

- Staff are approachable and ready to listen to children if they have any worries or problems;
- The pastoral team (working in The Hive) provides bespoke interventions which target listening, concentration and attention skills, anger management, emotional regulation, friendship skills and organisation skills;
- The Hive provides a safe space for calming and reflection, supported by trained adults and visiting therapists;

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- We work together with parents in the best interests of their children's wellbeing;
- When we have serious concerns about a child's safety and welfare, we refer to the local authority's Children's Services and/or CAMHS (Child and Adolescent Mental Health Services).