The Priory Primary School
Anti-Bullying Policy

Aim of this Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour that can affect anyone. It is unacceptable and will not be tolerated.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis
- Supports staff to promote positive relationships and identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; those pupils feel safe to learn and that pupils abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate

Definition of bullying

Bullying is the use of force or coercion to abuse or intimidate others. The behaviour can be habitual and involve an imbalance of social or physical power. It can include verbal harassment or threat, physical assault or coercion and may be directed repeatedly towards particular victims, perhaps on grounds of race, religion, gender, sexuality, or ability.

Bullying can include:

- Physical: kicking; hitting; taking belongings
- Verbal: name calling, taunting, mocking, making offensive comments, threats
- Relational: gossiping; excluding people from groups and spreading hurtful and untruthful rumours
- Cyber: inappropriate text messaging and electronic messaging (including through websites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet
Forms of bullying covered by this Policy:

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation, e.g. homophobia
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

Preventing, identifying and responding to bullying:

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop pupils’ social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council
- Train all staff including lunchtime staff to identify bullying and follow school policy and procedures on bullying
- Actively create “safe spaces” for vulnerable children

Responding to reports about bullying:

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it
- A clear account of the concern will be given to the Head Teacher or senior member of staff
- A senior member of staff will interview everyone involved and keep a record if appropriate
- Parents/carers will be informed
- Suitable preventative measures will be put in place

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Providing reassurance that the bullying will be addressed
- Offering continuous support
- Helping to restore self-esteem and confidence
- The use of specialist interventions/referrals where appropriate
Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupils became involved
- Establishing the wrong doing and the need to change
- Informing parents so that they can help to change the attitude of the pupil
- The use of specialist interventions/referrals where appropriate

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Exclusion from certain areas of the school premises
- Dinner time and/playtimes spent apart from the other children
- Different arrangements for going home at the end of the day
- Short fixed-term exclusion
- Longer fixed-term exclusion
- Permanent exclusion

Review:

September 2020