



Pondhu
Primary School

M-7 Anti-Bullying Policy

Date of Last Review:	Autumn 2021
Date of Next Review:	Autumn 2024

Anti-Bullying Policy

Objectives of this Policy

Pondhu Primary School Anti-Bullying Policy outlines what the school will do to prevent and tackle bullying because we recognise all pupils have the right to be the best they can be (Article 29). The policy has been drawn up to reflect our status as a rights respecting school.

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; that 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 deals 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 appropriate¹

Definition of bullying

Bullying is **“Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally and shows an imbalance of power.”**

Bullying includes: physical, social, verbal and cyber as defined in our work with the Stay Safe Programme.

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
 - Bullying of young carers or looked after children or otherwise related to home circumstances
 - Sexist or sexual bullying
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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 Parliament.
- Train all staff including lunchtime staff, stay safe mentors to identify bullying and follow school policy and procedures on bullying
- Actively create "safe spaces" for vulnerable children and young people

Involvement of pupils / students

We will:

- Ensure students know how to express worries and anxieties about bullying
- Ensure all students are involved in deciding the range of sanctions which may be applied against those engaging in bullying
- Involve students in anti-bullying campaigns in school
- Publicise the details of helplines and websites
- Offer support to students who have been bullied
- Work with students who have been bullying in order to address the problems they have

Liaison with parents and carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying
- Ensure parents know about our complaints procedure and how to use it effectively
- Ensure parents / carers know where to access independent advice about bullying
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying

Links with other school policies

This Policy links with a number of other school policies including:

- Complaints policy
- Behaviour Policy
- Managing allegations against other pupils policy

Monitoring and Review

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

Prepared by: SMT