

Anti-Bullying Policy



Written by:	David Jenkins	Date: September 2024
Last reviewed on:	September 2024	
Next review due by:	September 2025	

This policy has been written with reference to the Equality Act 2017.

Sulby School is an associate member of the Anti-Bullying Alliance.

Sulby School promotes values which reject bullying behaviour and promote co-operative behaviour. Tackling bullying matters.

Statement of Intent

Sulby School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of behaviour, and we will challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who experiences bullying will be treated with understanding and compassion. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the Head of School. A clear account of the incident will be recorded in the behaviour books. All staff will be made aware so that we can begin closely monitoring both the pupil involved and the situation.

Parents of both parties will be informed.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

In Sulby School, our definition of bullying is:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”.



Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer-term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying; these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Types of bullying behaviour

Bullying can take many forms:

- Emotional- being unfriendly, excluding, tormenting, threatening behaviour
- Verbal- name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical- pushing, kicking, hitting, punching or any use of violence
- Extortion- demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist- racial taunts, graffiti, gestures
- Sexual- unwanted physical contact, sexually abusive comments
- Homophobic or biphobic- bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy including a child/ pupil friendly version of our policy (our Anti-Bullying Charter)
- Using assemblies and time in class to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional learning programmes, circle time, peer mediation and playground buddies.
- Secure the safety of the target of bullying and take actions to stop the bullying from happening again; whole school learning- reflection on what we have learnt
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Provide assurances to child that concerns have been listened to and action will be taken.
- Consider who else is involved and what roles they have taken.
- Send clear message that bullying must stop.
- Work with both parties to find solutions. Identify the most effective way of preventing re-occurrence and any consequences.
- Reflect and learn from bullying episodes – consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through e-safety lessons.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school.
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, Restorative Thinking sessions, work within our 'Zen Den' provision.
- Ensuring playground and midday staff understand our approach and have access to relevant training where available and have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

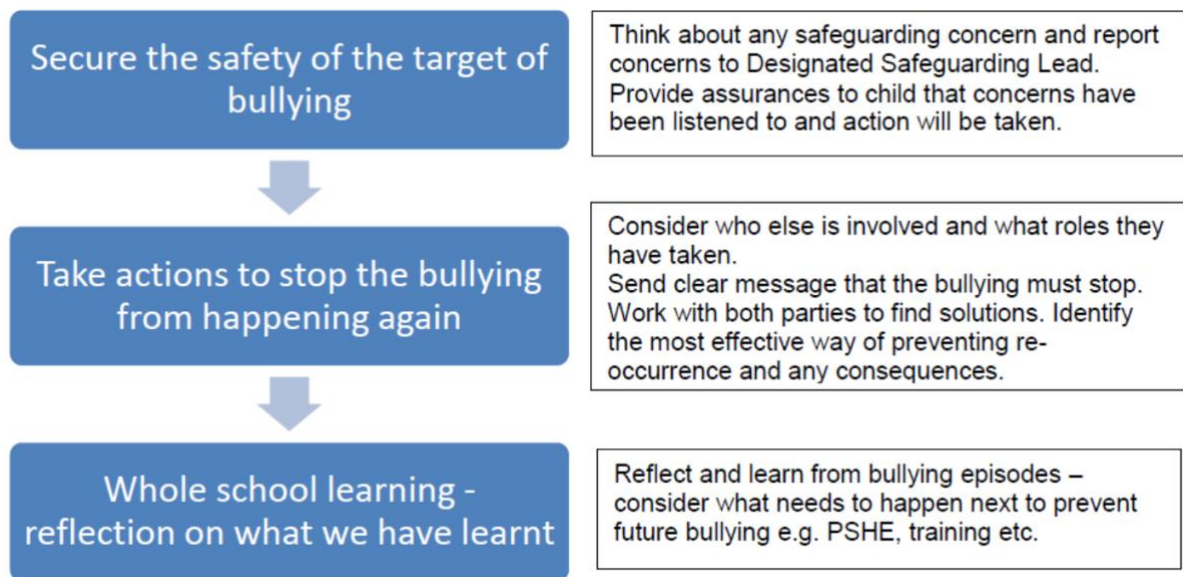
- A trusted adult
- Their class teacher or a member of our support staff

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to the school- normally the class teacher.

When pupils report their concerns, our staff understand to listen and believe. We involve children as far as possible in finding solutions.

Responding to Bullying



We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, for example through class discussion (either informally or during a PSHE lesson) or pupil surveys.

Procedures for parents:

- If a parent has any concerns about their child, they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the Head of School. The Executive Headteacher is always informed of any bullying concerns at Sulby and monitors the situation.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with a member of the Senior Management Team.
- The school will work with both the child and the parents to ensure that any bullying is stopped, and that support is given where needed.
- Parents are encouraged to avoid confronting the alleged perpetrator or their parents, as this may complicate the situation and cause additional distress for the pupil. The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.

- If parents feel that their concern has not been dealt with appropriately, they should follow the DESC complaints policy.

All members of the school community, including pupils, staff, parents and governors, are expected to always treat everyone with dignity and respect. This includes both face-to-face contact and online.