



'Feeding Body, Mind and Soul'

ANTI-BULLYING POLICY

Although there is no legal definition of bullying, it is usually defined as **behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally** (DfE 'Preventing and Tackling Bullying', July 2017).

Bullying can take many forms and is often motivated by prejudice against different groups, for example on grounds of race, religion, gender or sexual orientation. It can also be motivated by actual or perceived differences between children.

Bullying involves an imbalance of power between the perpetrator and the victim and can include physical assault, malicious teasing, making threats, name calling and/or cyber-bullying – via phone, text or social media sites.

Objectives

At Boyne Hill CE Infant & Nursery School, it is recognised that three to seven year olds do not normally have the level of maturity to be bullies based on the descriptions above. Young children will often fall out of friendships or cause upset to another, usually without intention, but all pupils are encouraged to report any incident which causes them upset so that occurrences of bullying type behaviour can be dealt with quickly and effectively. We are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn and grow in a relaxed and secure atmosphere. The Governing Board will take an active role in monitoring this policy.

Aims

- To monitor and review our anti-bullying policy and practice on a regular basis, ensuring that all Governors and staff know what the school policy is on bullying and follow it, should bullying be reported.
- To support all staff to promote positive relationships and identify and tackle any bullying type behaviour appropriately and promptly.
- To support all pupils by encouraging them to develop positive social skills and attitudes whilst learning how to relate to and respect each other.
- To deal with any bullying concerns sensitively and effectively so that pupils continue to feel safe to learn.
- To reassure parents/carers and pupils that they will be supported if bullying is reported.

Prevention, identification and response

At Boyne Hill CE Infant & Nursery School, we have created an ethos of good behaviour where pupils are expected to treat one another and the school staff with respect because they know that this is the right way to behave. Understanding the value of respect and how our actions affect others permeates the whole school environment and is reinforced by staff and those pupils who always set a good example. We develop strategies to prevent bullying occurring in the first place and this involves talking to the children about and celebrating difference and diversity, as well as developing an understanding of and respect for our 3 School Rules and six school values.

Strategies to help prevent the occurrence of bullying behaviour

At Boyne Hill CE Infant & Nursery school we will:

- ensure all staff are aware of and follow the school's Attachment Aware Behaviour Policy;
- create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others;
- actively provide opportunities, through PSHE lessons and activities and values-based assemblies, to develop pupils' social and emotional skills, including their resilience;
- provide an 'open door' approach for pupils, staff and parents/carers to access support and report concerns;
- challenge practice which does not uphold the school's values, for example, intolerance, discrimination and disrespect towards others;
- consider all opportunities for addressing bullying type behaviour through the curriculum (stories, drama and role play), displays, assemblies, events and the school council;
- educate all members of the school community regarding positive online behaviour;
- train all staff to identify all forms of bullying and to follow the school policy and procedures including recording and reporting incidents;
- celebrate success and achievements to promote and build a positive school ethos.

Involvement of pupils

We will:

- gather our pupils' views on their safety in school;
- support all pupils to know how to express any worries and anxieties and to whom;
- ensure that all pupils are aware of the range of sanctions which may be applied against any unacceptable behaviour.

Liaison with parents/carers

We will:

- ensure that our Anti-Bullying Policy and Complaints Policy & Procedures are available to parents/carers via our school website;
- work with all parents/carers to address issues beyond the school gates that may give rise to bullying;
- work with the local community as appropriate to address issues beyond the school gates that may give rise to bullying;
- encourage parents/carers to work with the school to role model positive behaviour for their own and other pupils.

Response

If bullying is reported, any of the following actions may be taken by staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach so that both parties are helped and supported with the aim of preventing any recurrence.

- Hold discussions with the pupils to establish exactly what happened.
- If appropriate, obtain information from any witnesses to the situation.
- Make clear which behaviours were unacceptable and that bullying type behaviour is not tolerated at Boyne Hill.
- Implement appropriate support for the victim in order to restore confidence and self-esteem.
- Implement appropriate sanctions for the perpetrator. These may include withdrawal from favoured activities or loss of playtimes.
- Advise the class teacher and/or the Head Teacher.

- Hold discussions with parents/carers of both the victim and the perpetrator.
- Monitor the situation carefully by observing at relevant times and having discussions with the victim to ensure no repetition occurs.

As the behaviour of the perpetrator improves, sanctions will be removed and all subsequent good behaviour will be acknowledged.

Links with other school policies

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

- Attachment Aware Behaviour
- Complaints Procedures
- Safeguarding and Child Protection
- E-Safety

This policy will be reviewed biennially

Last reviewed: March 2025