



**Outwoods Edge  
Primary School**

Every Child. Every Day. Every Future.

# Anti-Bullying Policy

Signed by:

  
\_\_\_\_\_ Headteacher

  
\_\_\_\_\_ Governor

Date: 08.11.2023

Date: 08.11.2023

Date of next review: September 2025

# Anti-Bullying Policy

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" (KCSIE, 2023), as well as supporting material from the Anti-Bullying Alliance.

This policy links with several other school policies and practices, including:

- Safeguarding policy
- Positive Behaviour policy
- E-Safety policy
- Curriculum plans, such as PSHE

At Outwoods Edge, we believe that all children have the right to be taught and to learn in a supportive caring and safe environment without fear of being bullied. Through the ethos of the school, we aim to be proactive in our approach and use Religious, Personal, Social and Health Education programmes to celebrate differences between all people, promote self-esteem and encourage co-operation and peaceful resolutions to conflict. We believe that every individual in school has a duty to report an incident of bullying whether it happens to themselves or to another person. At Outwoods Edge, we treat all incidents of bullying seriously.

We believe that bullying is not an inevitable part of school life, or a necessary part of growing up. We must all work together, children and adults, to make sure school is a happy, enjoyable experience for all.

At Outwoods Edge, we encourage the children to think about whether poor or unwanted behaviour from others is **rude, mean or bullying**.

- Rude - Inadvertently saying or doing something that hurts someone else.
- Mean - Purposefully saying or doing something to hurt someone once (or maybe twice).
- Bullying - Intentionally aggressive behaviour, repeated over time, that involves an imbalance of power.

Whilst rude and mean behaviour are not ok, they will be dealt with through our Behaviour Policy.

### What do we mean by the word 'bullying'?

The Anti Bullying Alliance gives the definition: '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.' At Outwoods Edge, we understand bullying to be *deliberately hurtful* behaviour that is *repeated* over a period of time by a single child or a group of children, making it difficult for the person concerned to defend themselves.

With children, we use the acronym **STOP** to teach them what bullying is:



### What does bullying include?

Repeated harmful and deliberate incidents, including those that target a person's ability, appearance or characteristics. This could include a person's:

- Race
- Religion
- Culture
- Disability
- Sexuality
- Gender

### There are three main types of bullying:

- Physical; hitting, kicking, taking belongings
- Verbal; name calling, insulting, racist remarks – this could include Cyber Bullying (see separate Cyber Bullying Policy).
- Indirect; spreading nasty stories, excluding from groups – this could include Cyber Bullying (see separate Cyber Bullying Policy).

***NB*** Though still unacceptable, incidents of the above that occur as 'one off' isolated incidents are ***not*** bullying and will be dealt with using our Behaviour Policy.

### How do we ensure that bullying is reported?

We teach children:

- No-one deserves to be bullied.
- If someone hurts or upsets you, ask that person to stop the behaviour, tell that person you don't like it and walk away.
- Tell a school adult you can trust who will deal with the problem.
- If you think that you are being bullied, tell a school adult straight away.
- If you think that someone else is being bullied, tell a school adult straight away.

Using the acronym **STOP**, we encourage children to:



**We encourage parents:**

- To come into school if they think that their child is being bullied or is bullying.
- To discuss the school's response to a concern and agree the outcomes the school will aim to achieve.

**Our Staff responsibilities:**

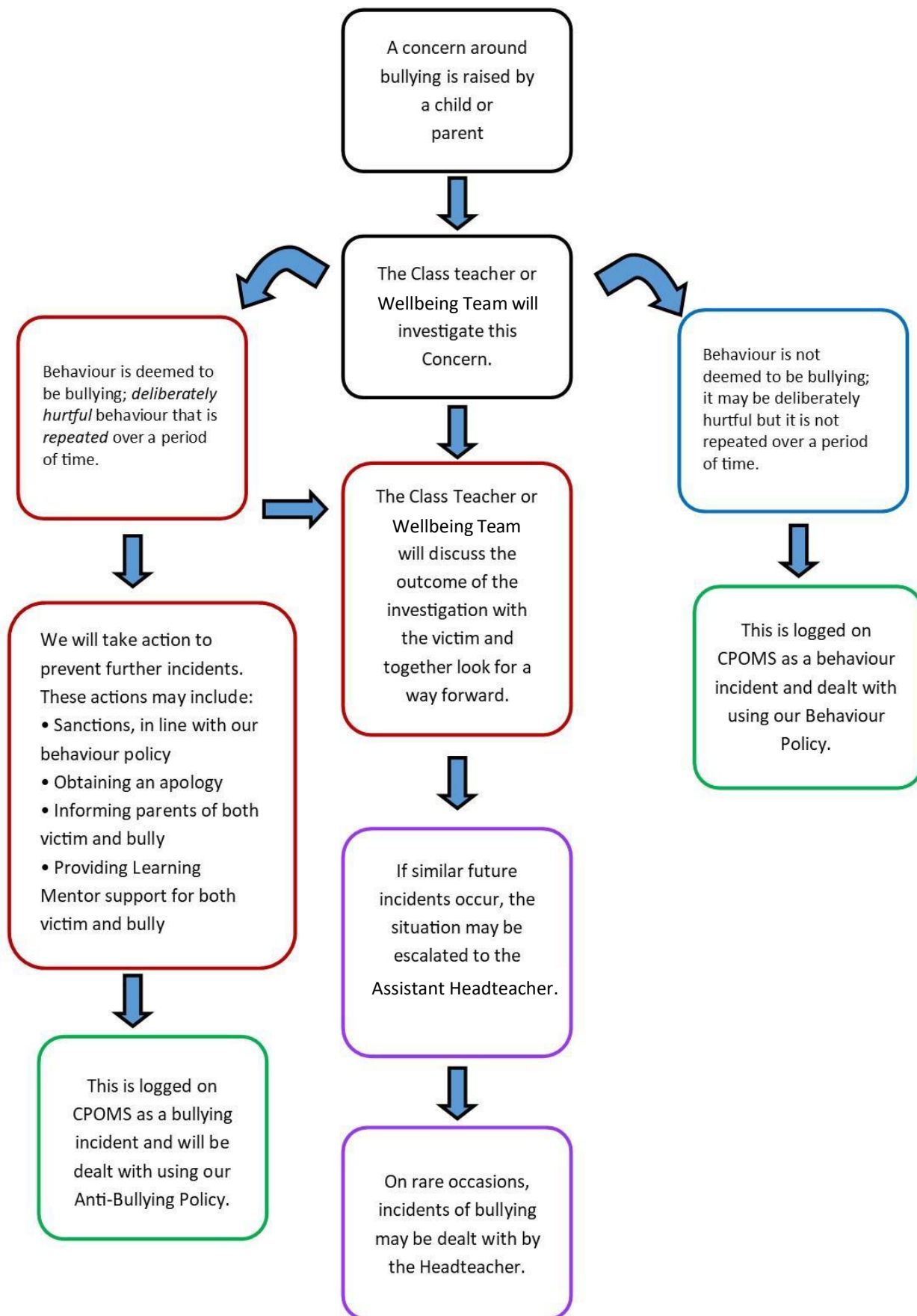
- All adults in school must be vigilant at all times and look out for signs of bullying.
- Children must always be sure that they will receive a sympathetic ear from all members of staff.
- To give children opportunities to report bullying in other ways such as the use of worry boxes or through role-play.
- To provide support to those children who are being bullied and those who are bullying (Appendices 1 & 2).

**What will be done when bullying is reported?**

- See flowchart below for details
- We will provide support for the victim (Appendix 1).
- We will provide support to the child or group of children who are bullying (Appendix 2)

**What are we doing to prevent bullying?**

- We have a clear set of school values which underpin our school rules. Our school values and rules are integral to the life of the school and are promoted across the school during assemblies, within lessons and throughout the school day.
- Every child in school is expected to follow our Positive Behaviour Policy, which celebrates and rewards good behaviour.
- We provide equipment and teach games to encourage positive play on the playground.
- We give older pupils responsibilities for supporting younger members of the school.
- Through explicit teaching and promoting an anti-bullying ethos (Appendix 3).



## **Supporting Children Who Are Being Bullied**

### **Definition of bullying:**

We use The Anti Bullying Alliance definition of bullying which is: '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.'

**As a staff team at Outwoods Edge, we recognise the importance of supporting the wellbeing of children who are bullied. Once a child has been identified as being bullied, school adults working around the child will support by:**

- Listening to the child, ensure they feel safe and trusted.
- Ensuring the child knows it is not their fault.
- Reviewing strategies learnt for how to deal with a bullying incident.
- Providing opportunities for the child to have time away from the bully.
- Communicating with the child and their parents that we have taken the incident seriously, that there have been appropriate consequences (in line with the Behaviour Policy) and support strategies have been put in place for all those involved.
- Providing an opportunity for the child to address the bully (with the safety of a trusted school adult) to communicate how they have been made to feel.
- Providing frequent check-ins to see how the child is getting on, including after the issue has been resolved.
- Teaching staff adapting their planning to reflect the needs of the cohort, making use of emotional literacy texts in the school and the Jigsaw programme.

### **If appropriate:**

- Making use of in-school social and emotional wellbeing intervention programmes such as 'Circle of Friends'.
- Supporting the child through bespoke work with the Wellbeing Team.
- Providing the child with a social story (How to make friends, Bullying).
- Providing the child with support with making friends.

## **Supporting Children Who Are Bullying Others**

### **Definition of bullying:**

We use The Anti Bullying Alliance definition of bullying which is: '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.'

**As a staff team at Outwoods Edge, we recognise the importance of supporting the wellbeing of those children who are bullying others. Our school's Behaviour Policy will come into effect to ensure appropriate consequences are in place once bullying behaviours have been identified, but the child will also receive support from school adults who will:**

- Listen to the child, ensure they feel safe and trusted.
- Ensure the child knows they are able to talk about their own feelings without judgement.
- Provide opportunities for the child to explain why they are bullying others.
- Review strategies for calming down.
- Review strategies for problem solving and conflict resolution with peers.
- Provide opportunities for the child to experience success with friendships.
- Communicate with the child and their parents that we have taken the incident seriously, that there have been appropriate consequences (in line with the Behaviour Policy) and support strategies have been put in place for all those involved.
- Provide coaching on how to listen to the feelings of others - developing a sense of empathy.
- Make frequent check-ins to see how the child is getting on, including after the issue has been resolved.

### **If appropriate:**

- Make use of in school social and emotional wellbeing intervention programmes such as 'Circle of Friends'.
- Support the child through bespoke work with the Wellbeing Team.
- Provide appropriate social stories (How to make friends, Bullying).
- Provide support with making friends.

### *Appendix 3*

#### **Examples of how an anti-bullying ethos is incorporated into the curriculum at Outwoods Edge:**

- Teaching, modelling and promotion of school values and school rules.
- A positive behaviour culture where positive behaviour choices are praised.
- All staff talk to children about the definition of bullying and how it differs from other types of conflict or disagreements they may have with their peers.
- The teaching, modelling and promotion of a 'growth mindset'.
- The use of stories and role-play to teach emotional literacy.
- Teaching effective calming down strategies.
- Teaching children to be assertive and to work co-operatively.
- Teaching mediation and conflict resolution skills.
- Raising awareness about bullying and the Anti-Bullying Policy.
- Whole school teaching and promotion of Anti-Bullying through our Anti-Bullying Week once per academic year.
- In P.E., staff will be aware of those children with physical difficulties, ensuring that they are included and not made to feel vulnerable to ridicule. Co-operative behaviour and teamwork to be encouraged and modelled.
- Teaching and modelling that all people are equal and should be treated as so.
- Teaching and modelling of British Values.
- Teaching and modelling of Rights and Responsibilities.
- Through the curriculum it is possible to explore issues such as;
  - 'Why do people bully?'
  - 'What are the effects of bullying on the bullied, on bullies and on bystanders?'
  - 'What can we do to stop bullying?'