

Nayland Primary School Anti-Bullying Policy 2024/25

Definition...

At Nayland School we use the definition 'bullying is defined as the repetitive, intentional harming of a person or group by another person or group, where the relationship involves an imbalance of power.'

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none">• Racial• Faith-based• Gendered (sexist)• Homophobic/biphobic• Transphobic• Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Curriculum...

Anti-bullying is taught as part of our PSHE curriculum and we take every opportunity in other areas to reinforce this message. We teach children self-esteem, the importance of equality and how to deal with difficult peer situations.

Reporting...

Children are taught how to verbalise their own needs, feelings and anxieties so that they have the confidence to approach members of staff for support for themselves or others.

Members of staff are vigilant in their observations of children both in and out of the classroom and take reports of harassment from children or parents very seriously.

Action...

In the event of an observation or a report of possible bullying the school will...

- Inform **all** members of staff
- Raise awareness of bullying in classes
- Make informal observations in the class and playground of the children concerned
- If harassment is observed, inform all parents of children involved
- Make formal observations and keep records

The headteachers and another member of staff...

- Will have a meeting with the children concerned, either together or separately to try to resolve the situation
- Meet with the parents of the children involved if necessary or requested
- Continue to observe

If the bullying continues, the child(ren) who has been bullying will be placed on a Behavioural Record of Support and the school will work with the parents and child to try to uncover the underlying reasons, i.e. why they have bullied. Rewards and sanctions will be agreed to deal with any further incidents and targets for behavioural improvement will be set in line with the policy above.

The child(ren) who has been harassed will be offered a named adult supporter of their choice (advocate) and will be encouraged to talk about their feelings and to confide in this person. The advocate will work with the child to raise their self-esteem and to teach them strategies to deal with peer relationships more effectively. The advocate will work in conjunction with a senior member of staff.

In the unlikely event that the school is unable to deal with a case of bullying internally, the headteachers will take advice from outside agencies.