



"Learning is a journey, to be taken together, one step at a time"



Onchan Primary School
School Road, Onchan, Isle of Man IM3 4PD
email: OnchanEnquiries@Sch.im
tel: 01624 673465

Onchan School: Anti Bullying Policy

Name of school: Onchan Primary School

Date of Policy: December 2020

Member(s) of staff Responsible: Mrs J Richardson (Headteacher) and Mr M Kinmond (Deputy Headteacher)

Review Date: December 2022

The purpose of this document is to ensure that all staff are aware of what constitutes bullying, are vigilant in the identification of bullying and then take appropriate action to protect the victims of bullying. This approach will enable us to be pro-active in reducing bullying on an on- going basis. It is the responsibility of all staff and pupils to ensure that this policy is implemented.

Bullying is not a one-off event, it is systematically committed by one, or a group, over a significant period of time.

This policy should be read in conjunction with the school's Behaviour and Health and Safety Education policies and the School's Anti Bullying Leaflet, which was compiled from contributions from the pupils throughout the school.

The Nature of Bullying

The school views bullying as an unacceptable and persistent form of anti-social behaviour which will not be tolerated. Learning to identify and react correctly to bullying will enable our pupils to develop as happy, tolerant and responsible members of society who understand the consequences of such behaviour.

Bullying is any behaviour that leaves the victim feeling vulnerable and unable to defend themselves (Brain 2000) It is characterised by **repetition** and an imbalance of power (whether through the victim being out numbered, physically weaker or less psychologically resilient) (Olweus 1999)

It can take many forms but the most likely types are:

- Physical assault - hitting, kicking, taking belongings verbal - name calling, insulting remarks, teasing
- Indirect - spreading nasty stories, excluding someone from a group and socially isolating
- Recent advances in ICT mean that care must also be taken to include the opportunity for Cyberbullying using sites such as Facebook, Twitter, Instagram, Snapchat etc

Entitlement

Each of our children is entitled to a happy, safe and peaceful environment in which he/she can learn, play and grow. Pupils need to know that they can approach all adults within school and receive positive support if reporting any form of bullying. Pupils need to be aware of what constitutes bullying, the various forms it can take and its consequences.



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Children are entitled to be carefully supervised by all staff so that times/places when bullying may occur (e.g. cloakroom areas/playtimes/etc) are at a minimum.

Children have the right to be free from bullying in any situation.

Implementation

To enable the fullest implementation of this policy we will ensure that staff and children have the necessary skills to correctly address bullying. All children within the school have been given the opportunity to put forward their views and ideas about how the school could improve its anti-bullying policy and have contributed to the Anti Bullying Leaflet.

Every class during each academic year will spend time considering issues related to bullying. This will be facilitated explicitly through our Personal, Social and Health Education lessons (Jigsaw) and implicitly through the Ethos of the school and our school values.

As children progress through the school more time will be timetabled to be spent on anti-bullying strategies and awareness. This will also include outside visitors such as our School Liaison Police officers. If a particular incident arises it may be considered appropriate to address anti-bullying at the time with either the whole class, Key Stage or the Whole School. Information is shared within school via itslearning to ensure that timely action can be taken.

During both Key Stages children will be taught:

- What constitutes bullying (see above)
- That bullying can take many different forms
- That bullying is unacceptable either inside or outside our school community
- That they should report any incident of bullying to an adult in school or a trusted adult at home
- That all adults will listen carefully to them, take any report of bullying seriously and will investigate the incident responding accordingly and therefore protecting children on disclosure of bullying
- That bullying is persistent and sustained

A variety of teaching strategies and methods should be used to enhance work on anti-bullying; role play, discussion, circle times, interview scenarios, written work, investigative/ research work, assemblies, poster/ comic strip using ICT, dance, art, visitors

Action Points

Where any incidence of Bullying is reported it shall be investigated immediately, initially by the Class Teacher or designated Professional.

Occasionally, incidents will be reported directly to the Headteacher/Deputy Headteacher whereupon the process above will be begun.

It would be hoped that an initial enquiry will ensure the situation is remedied immediately. However, occasionally, in the event of more serious incidents it will be necessary to involve the Senior Management Team (SMT) also. In all instances any Bullying must be reported to ensure it is recorded appropriately.



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Bullying that is viewed as more serious in nature and not pupils 'falling out' will not be condoned. Once the SMT are satisfied that the information held is accurate Parents will be informed. It is the duty of the SMT to ensure that sanctions are employed which will aim to ensure that the situation will be rectified. Sanctions can be found in the School's Behaviour Policy and the DOE Policy. All parental contact will be recorded.

All incidents of proven Bullying must be recorded in the Complaints Documentation. **Equal Opportunities**

All children, regardless of age, culture, gender, race or religion are entitled to an environment which is free of bullying.

Additional Needs

All children with Additional Needs will be dealt with in a quiet and sympathetic manner so that the possibility of bullying because of their Special Needs is lessened.

Review

The Senior Management Team will monitor incidents of bullying which are reported to them. In this way the effectiveness of the policy will be audited. Any proven incidents of Bullying will be reported to the DESC on request, or complaints written into the Complaints Procedures Documentation.

SLT 2020

