



"Inspiring minds to ignite lifelong learning"



Onchan Primary School
School Road, Onchan, Isle of Man IM3 4PD
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Anti-Bullying Policy

Policy Statement

Onchan Primary School is committed to providing a safe, caring, and supportive environment in which all pupils can learn and thrive. We recognise that bullying, in any form, is unacceptable and will not be tolerated.

The school aims to prevent bullying by fostering respect, empathy, and positive relationships among all members of the school community. Every pupil has the right to be treated with dignity and to feel safe at school.

All staff, pupils, parents, and governors share responsibility for promoting a culture in which bullying is actively discouraged. The school is committed to early identification of bullying, swift and effective intervention, and supporting all parties to ensure resolution and learning from incidents.

This policy provides clear guidance on recognising, reporting, and responding to bullying, ensuring consistent practice across the school.

Purpose

This policy sets out Onchan Primary School's commitment to preventing and responding to bullying in all its forms. Its purpose is to:

- Ensure that all staff clearly understand what constitutes bullying.
- Establish vigilance in identifying bullying behaviour.
- Provide clear guidance for staff in taking appropriate action to safeguard and support pupils who may be victims of bullying.

Bullying prevention and response are the responsibility of the entire school community. All staff, pupils, and parents have a duty to uphold this policy.

Definition of Bullying

Bullying is not a one-off incident but a persistent and systematic behaviour by an individual or group directed towards another over a significant period of time.

"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 outnumbered, physically weaker, or less psychologically resilient" (Olweus, 1999).



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Related Policies and Documents

This policy should be read alongside the following:

- Behaviour Policy
- Health and Safety Education Policy
- Onchan Primary School Anti-Bullying Leaflet and Charter (compiled in consultation with pupils)

Nature of Bullying

Onchan Primary School regards bullying as unacceptable anti-social behaviour that will not be tolerated. Addressing bullying helps pupils to develop as:

- Happy, tolerant, and responsible members of society.
- Individuals who understand the impact of their actions on others.

Types of Bullying may include, but are not limited to:

- Physical: Hitting, kicking, or taking belongings.
- Verbal: Name-calling, insults, or persistent teasing.
- Indirect: Excluding peers, spreading rumours, or social isolation.
- Cyberbullying: Using digital platforms such as Facebook, Instagram, Snapchat, TikTok, WhatsApp, or X (formerly Twitter).

Entitlement

Every child at Onchan Primary School has the right to:

- Learn, play, and grow in a safe, happy, and peaceful environment.
- Be supervised and supported by staff, particularly in times and places where bullying may occur (e.g. playtimes, cloakrooms).
- Report bullying to any adult within the school and receive positive, supportive action.
- Be protected from bullying in all settings.

Implementation

To ensure the effective implementation of this policy:

- Staff and pupils will be equipped with the knowledge and skills to address bullying appropriately.
- Pupils' voices are central; their views and ideas contribute to the ongoing development of the Anti-Bullying Policy and Charter.
- Each class will explicitly address bullying and related issues through Personal, Social and Health Education (PSHE) lessons, timetabled weekly.
- The school ethos and values — Compassion, Respect, Endeavour, Integrity, and Courage — will underpin all anti-bullying work.
- External partners, such as the School Liaison Police Officers and Isle Listen representatives, will provide additional input to reinforce anti-bullying messages.
- When necessary, specific incidents will be addressed directly with individuals, classes, Key Stages, or the whole school.
- Staff will use Microsoft Teams to share timely information and ensure swift action.



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Pupils will be explicitly taught:

- What bullying is and the many forms it can take.
- That bullying is unacceptable both inside and outside the school community.
- That they should report any bullying to a trusted adult in school or at home.
- That adults will listen carefully, investigate thoroughly, and take appropriate action.
- That they will be protected when they disclose bullying.

Action Points

- All reported incidents will be investigated immediately, usually by the Class Teacher or another designated professional.
- In some cases, the matter will be referred directly to the Headteacher or Deputy Headteacher.
- Minor incidents should be resolved quickly; however, serious or repeated incidents will involve the Senior Leadership Team (SLT).
- All incidents must be formally reported and recorded.
- Parents will be informed once the SLT has confirmed the accuracy of the information gathered.
- Sanctions will be applied as appropriate to rectify the situation and safeguard the victim.
- Records of all parental communication will be maintained.

Equal Opportunities

All pupils, regardless of age, gender, culture, race, or religion, have the right to a learning environment free from bullying.

Additional Needs

Children with additional needs will be supported appropriately to ensure that their vulnerabilities are not exploited through bullying.

Monitoring and Review

- The SLT will monitor reported bullying incidents and evaluate the effectiveness of this policy.
- Proven incidents of bullying will be reported to the Department of Education, Sport and Culture (DESC) when requested.
- Serious concerns may also be addressed through the school's Complaints Procedure.

Re-adoption date: September 2025

Review Date: September 2026