



Anti-Bullying Policy – Marown Primary School

1. Purpose

This policy applies to all staff, children and young people, parents/carers, governors and partner agencies working with our school. Marown School has a responsibility to respond promptly and effectively to issues of bullying.

At Marown we are proud to provide a caring, safe, friendly environment for learning where all members of the school community feel secure, valued and respected.

Our school values are: Fair, Safe, Kindness and Respect.

2 Definition of Bullying

At Marown we define bullying as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)
- cyber – texting, emailing, using social networking sites

3 Aims

The aim of this policy is to:

- Provide clear guidance for anti-bullying, ensuring consistency across the school
- Enable adults to identify aspects of bullying
- Support our commitment to inclusion and equal opportunities
- Set out our expectations for anti-bullying
- Provide a safe, secure, caring, learning environment for all
- Enable children to learn in a disciplined and supportive environment
- Ensure all children have equal access and opportunity in the learning process
- Promote open partnership and communication between home, school and the community
- Ensure that children develop self-discipline, respect for themselves and respect for others
- Ensure there is a positive and consistent approach to dealing with bullying throughout the school

Bullying may be linked to any of the protected characteristics outlined in the Equality Act 2017 (see Section 10.3 of this policy). We believe that all adults and children have the right to feel respected, safe and happy. Bullying of any sort will

not be tolerated in our school. It is the responsibility of everyone in the community to prevent it happening.

4 Responding to Bullying

At Marown School we aim to:

- Prevent bullying by making this a “talking school” i.e. victims are encouraged to share their concerns or fears
- Prevent bullying by providing an interesting and stimulating environment
- Promote Anti-bullying strategies and develop an anti-bullying ethos in school and challenge attitudes about bullying behaviour
- Take all reports of bullying seriously and support victims of bullying
- Increase understanding of reasons why people bully in order to prevent bullying behaviour
- Be vigilant for signs of bullying. Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. Be alert to changes in behaviour or attitude.

If bullying occurs, the following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be responded to immediately by the member of staff who has been approached
- The incident will be logged on Arbor. A bullying allegation report form will be completed. This will then be passed on to the leadership team
- Relevant staff will be kept informed and if bullying persists the Headteacher will decide on next steps
- Parents of both the victim and the perpetrators will be informed and will be kept up to date with any developments.

Sanctions will be used in accordance with our behaviour policy and in consultation with all parties concerned.

5 Education

Through Personal, Social, Health & Economic (PSHE) programme and associated anti-bullying work children will explore the causes and consequences of bullying.

Strategies will be discussed where appropriate with adults and children. All children are taught that if they do nothing then they become part of the bullying. They are encouraged to tell an adult if they see or hear anything inappropriate.

6 Staff Support and training

Every year all staff will be made aware of the school’s policy in relation to bullying and will be proactive in tackling instances of bullying when they occur; it is a collective responsibility. Resources will be available as outlined above to support them in this work as will support from the Leadership Team and SENCo. The Anti-Bullying Policy forms part of induction for new staff.

The senior lead at Marown School to co-ordinate the whole school approach to anti-bullying is the Head Teacher, Ian Longshaw.

8 Recording

All reported or observed incidents of bullying (according to the above definition) will be recorded in the behaviour (incident) log as evidence and to inform monitoring of the anti-bullying policy. All named pupils and parents will be informed.

Incidents of bullying will be reported to governors as part of the termly Head Teacher report.

9 External Support

Where appropriate, other local services and agencies might be involved in supporting children/families in the event of bullying or in preventative work with the school (e.g. CAHMS, the police, Children's Services).

10 Consistency

10.1 Marown School's Anti-bullying policy is a stand-alone policy but it is reflected in our other policies too. In particular:

- Child protection policy
- Equal opportunities policy
- Safeguarding policy
- Behaviour policy
- Teaching and learning policy

The school's behavior, inclusion and anti-bullying policies promote self-discipline, respect for others, a proper regard for authority, to prevent bullying and generally secure an acceptable standard of behaviour by pupils.

10.2 Department of Education, Sport and Culture (DESC) Policies and Guidance - Isle of Man Children's Plan, Healthy Lifestyles Criteria (Healthy Futures), Working Together to Safeguard Children

Link - <https://www.gov.im/about-the-government/departments/education-sport-and-culture/policies-and-procedures-a-to-z/>

10.3 In accordance with the Equality Act 2017, this policy will support Marown School aims to:

1. Eliminate discrimination
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it
3. Foster good relations between people who share a protected characteristic and people who do not share it

Protected characteristics (as listed in Equality Act 2017):

Disability (broader than DDA definition); Sex; Race (colour, nationality, ethnic or national origins); Religion or belief (religious or philosophical belief or lack of same); Sexual orientation; Gender reassignment (undergoing, undergone or is proposing to undergo process of reassigning their sex); Pregnancy or maternity; Marriage or civil partnership; Age.

11 Dissemination of the policy

The policy will be available on the school's website and a hard copy will be kept on file in the school office. The principles of the policy will be shared with the children during anti-bullying week.

12 Monitoring and Review

This policy underpins other policy documents and is subject to regular review. The effectiveness of this policy will be reviewed, as a minimum, every year by the whole school community with reference to data collected during the cycle.

- Reviewed and revised September 2023

- Next scheduled review September 2024

I. Longshaw