



# Instow Community Primary and Preschool

## Anti-Bullying Policy 2025

This policy has been developed and implemented in consultation with the whole school community including pupils, parents/carers, staff, governors and partner agencies. It was written with reference to the Equality Act 2010.

Instow Community Primary and Preschool promotes values which reject bullying behaviour and promote cooperative behaviour. Tackling bullying matters.

This should be read alongside our policies on Special Educational Needs, Equality and Diversity, Relational Practice and Safeguarding.

Approved and adopted: 23rd June 2025

Review Date: June 2027

## Statement of Intent

Instow Community Primary and Preschool is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school, we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this.

Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be supported in an understanding and sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the headteacher. A clear account of the incident will be recorded on our incident management system (CPOMs). It will also be recorded on Devon County Council's recording system. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others. One of our school values is empathy as we recognise how important this skill is for successful relationships.

In Instow Community Primary and Preschool, our definition of 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.

<b>repetitive</b>	<b>hurtful</b>	<b>intentional</b>	<b>power imbalance</b>
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## Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in school and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect
- Everybody has the right to feel happy and safe
- No-one deserves to be a target of bullying
- Pupils who bully need to learn different ways of behaving

National research has shown that some groups of learners are particularly vulnerable to bullying. These include pupils with special educational needs, looked after children, pupils

from minority ethnic groups or faiths, young carers, LGBT and those who are perceived to be LGBT.

## Types of bullying

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online - use of social media, messaging and calls. Misuse of associated technology e.g photos and videos
- Racist - racial taunts and name calling, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic - because of identity or perceived gender identity

## Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying, we will work together to deal with the situation and to learn from what has happened.

In our school, we do this by:

- Involving the school community in developing our policy including a child/pupil friendly version of our policy
- Using assemblies and Jigsaw time in class to ensure that pupils understand the differences between relational conflict and bullying
- Building a positive ethos based on respecting and celebrating all types of difference in our school
- Creating a safe and happy environment, with consistent positive relationships that have an impact on learning and achievement
- Having a positive ethos that all pupils, staff and parents understand
- Work in school which develops empathy, social skills and emotional understanding e.g PSHE (Jigsaw) lessons, citizenship, social and emotional learning programmes, circle time, peer mediation, playground leaders and anti-bullying committee
- Secure the safety of the target of the bully
- Take actions to stop the bullying from happening again
- Whole school learning - reflection on what we have learnt
- Think about any safeguarding concerns and report concerns to the Designated Safeguarding Lead
- Provide assurances to the child that concerns have been listened to and action will be taken, this will include the writing of a 'Safety Plan' which will be shared with all relevant staff
- Consider who else is involved and what roles they have taken
- Send clear message that the bullying must stop

- Work with both parties to find solutions. Identify the most effective way of preventing recurrence and any consequences
- Reflect and learn from bullying episodes - consider what needs to happen next to prevent future bullying e.g learning material for bully, training for staff,
- Raising awareness of online bullying through regular e-safety lessons
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school.
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills groups, ELSA activities, Jigsaw, mentor
- Ensuring meal-time assistants are trained and we have a range of activities at lunchtime to promote positive play
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied

## Reporting Bullying

In our school, pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand they have the right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/teaching assistant
- Anti bullying committee, peer mentors or playground leaders

Each class has a 'worry box' or a 'worry monster' where children can report their concerns if they do not feel confident speaking to an adult.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to their child's class teacher.

When pupils report their concerns to our staff, they are trained to LISTEN and BELIEVE. We involve children as far as possible in finding solutions.

## Responding to Bullying

Secure the safety of the target of the bullying	Think about any safeguarding concern and report to the Designated Safeguarding Lead. Provide assurances to the child that concerns have been listened to and action will be taken by drawing up a Safety Plan.
Take action to stop the bullying happening from again	Consider who else is involved and what roles they have taken. Inform parents of all parties. Log bullying on CPOMS and DCC BPRI online form. Send a clear message that the bullying must stop. Work with both parties to find solutions. Identify the most effective way of preventing recurrence and of consequences
Whole-school learning - reflection on what we have learnt	Reflect and learn from the bullying episodes - consider what needs to happen next to prevent future bullying e.g PSHE, training

We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis, we give pupils the opportunity to feedback on how safe and happy they feel at school. We do this through pupils questionnaires and School Council meetings.

## Procedures for Parents

- If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the headteacher. The headteacher is always informed of any bullying concerns at Instow Community Primary and Preschool and then monitors the situation carefully
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher
- The school will work with both the child and their parents to ensure that any bullying is stopped and any support is given where needed
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking
- If parents feel that their concern has not been dealt with appropriately, they should follow the school's 'Complaints Policy'
- All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity and respect at all times. This includes both face to face contact and online.

## Appendices

### Appendix 1

[One minute guide - Understanding bullying](#)