Anti Bullying Policy

Ballasalla Primary School

Anti-Bullying Policy
Ballasalla Primary School promotes values which reject bullying behaviour and promote co—operative behaviour. Tackling bullying matters.

Statement of Intent
Ballasalla Primary School 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. 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 dealt with in a 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 in the behaviour books. 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
Ballasalla Primary School recognises that many children and young people will experience conflict in their relationships with other children and young people. We are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

The Anti-Bullying Alliance defines bullying as
"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online."

What bullying is <u>not</u>
Behavioural incidents may be perceived as bullying but when carefully considered, actually fall into the following categories of 'rude' or 'mean' behaviour rather than bullying.
The behaviours below are not defined as bullying.

<u>Rude</u>: inadvertently saying or doing something that hurts someone else.
<u>Mean</u>: purposefully saying or doing something to hurt someone else.

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 primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. We 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 safe and happy.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

Types of bullying behaviour

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, graffiti, gestures
- Sexual – unwanted physical contact, sexually abusive comments
- Homophobic or biphobic – bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

Preventing bullying

At Ballasalla Primary school we have 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.

We do this by
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Having a positive ethos that all pupils, staff and parents understand.
- Promoting a clear message that bullying will not be tolerated.
- Work in school which develops empathy, social skills and emotional understanding e.g., PSHE, Citizen ship, social and emotional learning programmes.
- Raising awareness of online bullying through regular e-safety lessons.
- Offering training to all school staff around bullying.
- Working with outside agencies.
- Promoting our school values of Learning, Happiness and Respect.

Reporting bullying

At Ballasalla Primary school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupil are encouraged to report bullying to School Staff
In cases of bullying, the incidents will be recorded by staff.
In cases of bullying parents should be informed and will be asked to come into a meeting to discuss the problem.
The bullying behaviour or threats of bullying needs to be investigated, and the bullying stopped quickly.

If necessary and appropriate, outside agencies will be consulted.
An attempt will be made to help the bully (bullies) change their behaviour and help the child being bullied to build their confidence and resilience.

Responding to bullying

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

Procedures for parents

If a parent has any concerns about their child, they should speak to their child's class teacher or a senior member of staff.

Further resources

This policy has links to the following policies
School Behaviour Policy
School Safeguarding and Child Protection Policy
School PSHE Policy

Version Control and Review

<<School>> Version	Revision Author	Sections Changed	Sign-off By	Date
V1.0	Jamie Cox	New Policy Template	SLT	Nov 2025