



# **FLASH LEY COMMUNITY PRIMARY SCHOOL AND NURSERY**

## **ANTI-BULLYING POLICY**

Approved by: Chair of Governors – October 2026

To be reviewed: October 2027

## Introduction

At Flash Ley Community Primary School, we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. At Flash Ley Community Primary School, we acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

## Aims and Objectives of this Policy

The aim of this policy is to try to prevent all forms of bullying and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure learning and working environment is created for everyone. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated originally in The Children Act 1989 and built on in The Children Act 2004, The Special Educational Needs and Disability Act 2001, The Children and Families Act 2014 and The Government Green Paper 'Every Child Matters' 2003 (outcome 2)
- All governors, teaching and non-teaching staff, pupils and parents/carers will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/carers will be assured that they will be supported when bullying is reported.
- Pupils will know who they can talk to if they feel a situation has occurred that they feel uncomfortable about.
- Whole school initiatives (Staff training, Staff updates, Informative/Celebration Assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] sessions, Computing sessions (Cyber Bullying), My Happy Mind Programme, Emotional Coaching, Intervention Strategies, Circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

## What Is Bullying?

The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victim(s) to defend themselves (Remember STOP – it happens Several Times On Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim(s).

Bullying can be:

- Physical: hurting a person's body: pushing, kicking, hitting, pinching, tripping, throwing stones, biting, spitting, punching or any other forms of violence, damaging, taking, stealing or hiding someone's personal possessions
- Verbal: saying or writing mean, insulting or threatening things, name-calling, taunting, sarcasm, spreading rumours, threats, persistent teasing, making rude remarks, making fun of someone, inappropriate sexual comments
- Social/Emotional: intentionally damaging someone's reputation, leaving someone out on purpose, telling others not to be friends with them, public shaming, being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Cyberbullying: occurs digitally through electronic devices like computers, tablets and mobile phones, setting up 'hate websites', sending mean/offensive text messages/emails, posting hurtful rumours online, creating fake profiles, sharing embarrassing media
- Sexual: harmful, unwanted sexual teasing, gestures or abusive comments, can happen in person or online, inappropriate unwanted physical contact or sexually abusive or sexist comments about a person's sexuality
- Prejudicial: targets individuals based on their race, religion, sexual orientation, disability or appearance, elements of verbal, physical and relational abuse directed at a core aspect of identity, can easily escalate to severe harassment or hate-motivated incidents. Racist: racial taunts, graffiti, gestures, making fun of culture and religion. Homophobic-focussing on the issue of sexuality. Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying of children with Special Educational Needs

- Flash Ley Community Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are.
- We have some children who have learning disabilities and/or communication difficulties. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and we are therefore particularly vigilant at all times.
- High attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or

childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

### Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the Head teacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

At Flash Ley Community Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the children about how to handle or avoid bullying outside the school premises
- Discuss coping strategies with parents
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises
- Talk to the transport companies about bullying on school buses and in school taxis where necessary

### Signs and Symptoms

No single sign proves a child is being bullied, but physical, behavioural and emotional changes can indicate a child is in distress.

A child may indicate, by different signs or behaviour, that he or she is being bullied.

Adults should be aware of these possible signs and investigate further if a child has/shows:

#### **Physical Signs:**

Unexplained injuries: Cuts, scratches, or bruises that the child cannot or will not explain properly.

Damaged property: Torn clothing, broken glasses, or missing/damaged books, possessions, electronics, and lunch boxes.

Frequent physical complaints: Regular headaches, stomach aches, or feeling sick—especially on Sunday nights or right before school.

Changes in appetite or sleep: Trouble falling asleep, frequent nightmares, bedwetting, or skipping meals/stops eating or coming home ravenous because lunch was avoided or stolen

#### **Emotional and Behavioural Changes:**

School avoidance: Reluctance or refusal to go to school, is frightened of walking to or from school, faking illness, or taking unusual, long routes to get there, changes their usual routine/route to school, doesn't want to go on the school bus/in the taxi, begs to be driven to school

Withdrawn behaviour: Becoming suddenly quiet, isolating themselves from family and friends, or dropping out of normal social activities, begins truanting, becomes withdrawn, anxious or lacking in confidence, starts stammering, attempts or threatens suicide or runs away, cries themselves to sleep at night or has nightmares, feels ill in the morning, is frightened to say what's wrong

Uncharacteristic moods: Increased anger, tearfulness, anxiety, or low self-esteem (such as saying "I'm no good"), becomes aggressive, disruptive or unreasonable, starts swearing or using aggressive language for no apparent reason, is bullying other children or siblings

Academic decline: A sudden drop in grades, a lack of interest in schoolwork, begins to underperform in school work

### **Digital and Online Signs (Cyberbullying):**

Secretive device use: Seeming jumpy, anxious, or upset after using a phone, tablet, or computer.

Avoiding technology: Suddenly stopping the use of a phone or social media entirely, or hiding the screen when someone walks by.

Unusual requests: Asking for extra money or stealing money, which may be driven by demands from a bully

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

### **What can you do if you are being bullied?**

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you:

- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, bullies usually pick on individuals.
- Get away as quickly as you can.
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent/carer, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and post it in the 'Worry' box.
- When you tell an adult about the bullying, give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Call a helpline. Childline- 0800 1111 or speak online using the 1-2-1

### **What can you do if you see someone else being bullied? (The role of the bystander)**

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. Pupils discuss this question through PSHE sessions and Assemblies.

Here are some of the strategies they suggested:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff/trusted adult as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.

- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and post it in the 'Worry' box.
- Call a helpline for some advice- Childline- 0800 1111 or speak online using the 1-2-1

### Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Flash Ley Community Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem-solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (see next section).
10. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
11. In cases of serious bullying, the incidents will be recorded by staff following the Behaviour Policy.
12. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
13. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
14. Bullying incidents will be discussed regularly at staff/phase meetings.
15. If necessary and appropriate, the Child Protection Officer in school, Social Services or police will be consulted.

The following sanctions may be used:

Pupils discuss this question through PSHE sessions and Assemblies. Here are some of the sanctions they suggested:

- Apologise to the victim(s) verbally or in writing
- Lose privileges
- Lose playtimes (stay with class teacher/member of staff)
- Spend playtimes and lunchtimes with an adult
- Parents will be invited in to school
- Be removed from class and work in isolation
- Report to the Phase Leaders or Deputy/Head Headteacher
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum.

- Fixed term exclusion
- Permanent exclusion

Please also see Behaviour Policy for further procedures/sanctions.

### Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

- Undertaking a questionnaire/survey to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- Each class agreeing on their own set of class rules
- Making national anti-bullying week a high-profile event each year
- Awareness raising through regular anti-bullying assemblies
- PHSE (Personal, Health & Social Education) scheme of work from Reception to Year 6 used to support this policy
- Circle time on bullying issues
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Prominently displaying anti-bullying posters produced by the children around the school
- Introducing playground improvements and initiatives (Buddies)
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Developing positive links with the local Community Police Officers.

**Sources of further information, support and help** There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

| <b>Name of organisation</b>          | <b>Telephone number</b>           | <b>Website</b>                                                                             |
|--------------------------------------|-----------------------------------|--------------------------------------------------------------------------------------------|
| Act Against Bullying                 | 03003654457                       | <a href="http://www.actagainstabullying.org">www.actagainstabullying.org</a>               |
| Advisory Centre for Education (ACE)  | 02088883377                       | <a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>                                   |
| National Bullying Helpline           | 03003230169                       | <a href="http://www.nationalbullyinghelpline.co.uk">www.nationalbullyinghelpline.co.uk</a> |
| Childline                            | 080011111                         |                                                                                            |
| Anti-Bullying Alliance (ABA)         | 020787436000                      | <a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>     |
| BeatBullying                         | 02087682161                       | <a href="http://www.beatbullying.org">www.beatbullying.org</a>                             |
| Childline                            | 0800 1111 (helpline for children) | <a href="http://www.childline.org.uk">www.childline.org.uk</a>                             |
| Kidscape                             | 03001024481                       | <a href="http://www.coramkidscape.org.uk">www.coramkidscape.org.uk</a>                     |
| Coram Kidscape                       | (helpline for adults only)        |                                                                                            |
| NSPCC                                | 08088005000                       | <a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>                                     |
| Coram Family Lives (Parentline Plus) | 0808 800 2222                     | <a href="http://www.coramfamilylives.org">www.coramfamilylives.org</a>                     |

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| Corams Children's Legal Centre            | 03002220022   | <a href="http://www.coramfamilylives.org">www.coramfamilylives.org</a>                 |
| The Office of the Children's Commissioner | 08005280731   | <a href="http://www.childrenscommissioner.org.uk">www.childrenscommissioner.org.uk</a> |
| UK Government Website                     | not available | <a href="http://www.gov.uk">www.gov.uk</a>                                             |