



## *Anti-Bullying Policy – one page summary – 2024–2025*

All staff at Parson Street Primary School actively encourage the 3 Simple Rules – **Ready, Respectful** and **Safe**. Some behaviours which are not respectful to others, or keeping them safe might be defined as bullying behaviours. We define bullying as: being mean to someone repeatedly.

- Bullying often includes: teasing, talking about hurting someone, spreading rumours, leaving someone out on purpose, attacking someone by hitting them or yelling at them.
- Bullying does not always happen in person.
- Bullying can be, but not limited to: emotional, physical, racist, sexual, homo/transphobic, verbal or cyber (online).

### ***How we respond to bullying***

1. Staff will report bullying incidents to the Senior Leadership Team. Parents who are concerned that their child is being bullied should inform their child's class teacher or a Designated Safeguarding Lead without delay.
2. Staff will record the incident(s) electronically.
3. Ensure safety of all children involved. Consider increased supervision or keeping children separate until the incident has been investigated.
4. Investigate the allegations and interview all involved, including witnesses.
5. If appropriate, discussion with parents of either or both children involved
6. SLT write an action plan with a clear review date and share with all relevant staff. Actions on this plan may include
  - social interventions,
  - referral to external agencies,
  - daily check ins,
  - behaviour plans,
  - key stage and/or whole school assemblies,
  - Anti-Bullying week activities
  - staff training including playground staff,
  - train staff to identify the difference between relational conflict and bullying,
  - if bullying is online this may include requesting that content be removed
7. If necessary, write a Risk Assessment for either / all of the children involved
8. All Action Plans will be regularly reviewed as part of our Termly Monitoring cycle to

ensure actions are effective and any bullying behaviour has ceased.

*Empowering all to create opportunities for life- long learners in our communities.*