



## **Monkfrith School Anti Bullying Policy 2025**

Monkfrith 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. 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 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.

### **Aims of this policy (as written by the children of Monkfrith)**

- Make sure everyone has a clear understanding of what bullying is
- Bullying will be treated very seriously and efficiently
- Make parents feel supported and work together with them
- Context of why it has happened is also explored and addressed

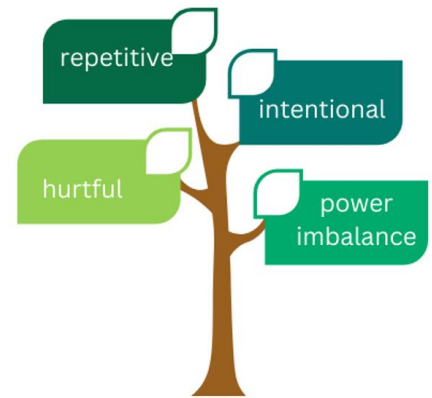
### **What is bullying?**

We recognise that many children and young people will experience conflict in their relationships with other children and 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.

## Our definition of bullying is:

The repetitive, intentional hurting of one person or group by another person or group where the relationship may involve an imbalance of power. It can happen face to face or online.

**Bullying is unacceptable. Our school will respond promptly and effectively to 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.

Research shows that some groups of children are particularly vulnerable to bullying, these include pupils with SEND or who are looked after.

## Types of bullying behaviours

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language, purposefully telling mistruths or fabricating information
- 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, transphobic or biphobic

## 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 children in developing our policy to send a clear message that it is not acceptable
- Promote kindness and respect
- Use assemblies, circle time and PSHE lessons to ensure that we learn about ways to resolve disagreements and differences.
- Create a safe and happy environment
- Work together to develop empathy, social skills and emotional understanding.
- Talk about bullying, what it is and the harm that it does
- Make sure that all staff are proactive in addressing issues early
- Reflect and learn from children's previous experiences
- Provide assurances to the child that concerns have been listened to and action will be taken.

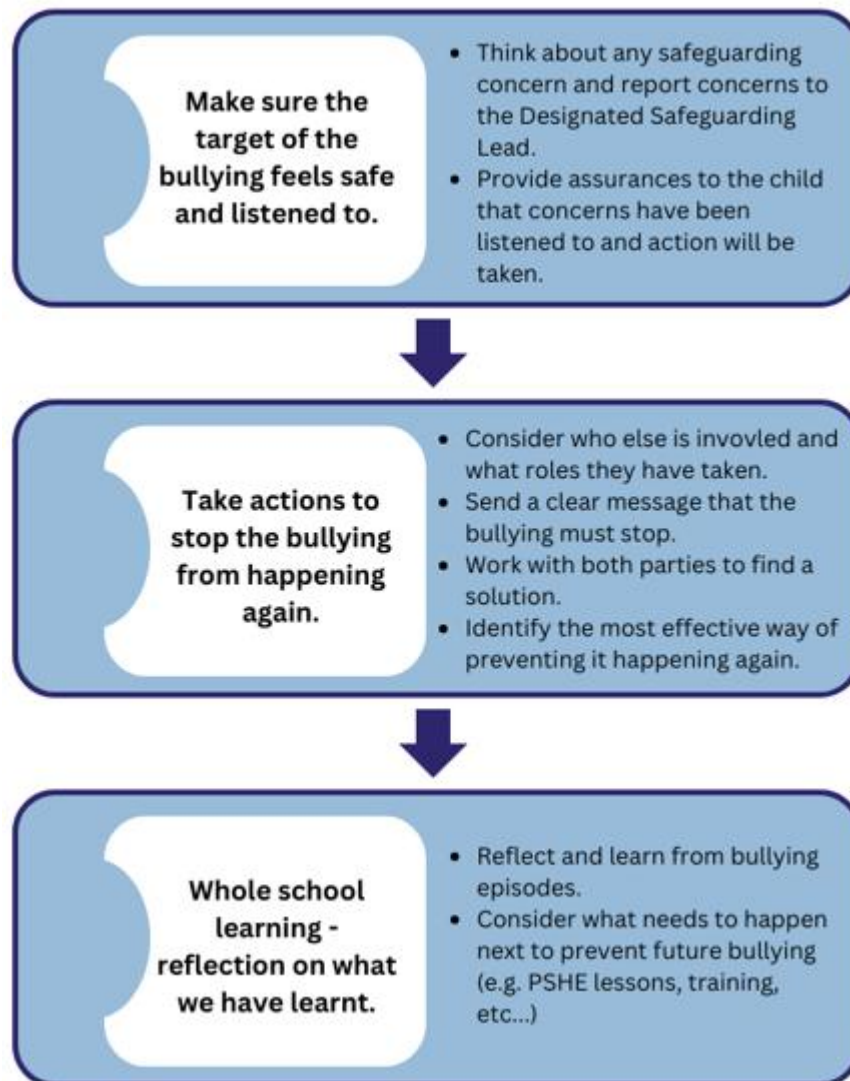
### **Reporting Bullying**

In our school we encourage everyone to talk to staff when they are unhappy or worried about something. Everyone has the right to feel safe and heard.

- Children can do this by using the 'worry boxes' in their classroom or speaking to any trusted adult within school
- Any reports of bullying will be recorded by staff online
- Parents are also encouraged to report concerns to their child's class teacher as quickly as possible so that things can be addressed proactively. We strongly encourage parents to raise issues with school directly rather than with other parents as this can complicate the situation
- The school will keep all parties informed of what is happening.

We also expect staff and other children to be proactive in looking after each other and noticing if someone is upset or needs help.

## Responding to bullying



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 pupil questionnaires and School Council meetings.

All staff are required to complete records of any reports and follow up actions when dealing with incidents of bullying. This should be completed as soon as possible and will be reviewed by the Headteacher.

**The children of our school would like us to support the victims of bullying by:**

- Giving them the opportunity to speak about it
- Making the victim feel safe and celebrated
- Not making them interact with the bully

**The children of our school would like us to address the behaviour by:**

- Giving everyone involved a chance to talk about what has happened.
- Talking to parents to help them be involved in the solution.
- Following the behaviour policy
- Supporting the person who has been bullying to change their behaviour.