



'Be Kind, Be Your Best'

The Dell Primary School - Bullying Prevention Policy

Together at The Dell Primary School we will work together to promote a safe, inclusive and respectful environment to prevent bullying, including online. When bullying behaviours do occur, we will work with our school community to repair relationships and support all those affected. We have developed this policy with our whole school community through reflection and co-collaboration.

This policy should be read in conjunction with our Safeguarding Policy.

School Vision and Values

Our school ethos is 'Be Kind, Be Your Best'.

Our Definition of Bullying

Bullying is a behaviour by an individual or group, usually repeated over time that intentionally hurts others either physically or emotionally.

Bullying behaviour:

- is deliberate or intentional
- is generally repeated over time
- involves a perceived imbalance of power between perpetrator and target
- causes feelings of distress, fear, loneliness, humiliation and powerlessness

Isolated incidents of hurtful behaviour, teasing, arguments or falling out between individuals should not be seen as bullying. These can include a one-off incidents relating to a protected characteristic which will be treated seriously by staff, investigated and reported following the school's Relationships and Behaviour Policy and Safeguarding Policy. It is recognised that a one-off incident can leave a learner traumatised¹ and nervous of reprisals or future recurrence.

We will not tolerate any form of bullying, including online. Where alleged bullying has taken place, it will be acknowledged, investigated and appropriate action taken. It will also be treated as a learning opportunity for all those involved, including the target, perpetrator and bystander. In some cases, including online bullying we might contact Monmouthshire Community Safety Team and or Gwent Police for further guidance and support and or follow our safeguarding procedures. We will share appropriate

¹ Margot Sunderland denotes trauma as an *emotional response to an overwhelmingly painful and stressful event where there was no-one there to help with what was happening at the time* (Margot Sunderland; Trauma Informed Schools, Director of Innovation and Research).

information in relation to our next steps, support and any involvement with external partners in a timely manner.

Understanding Bullying Behaviour

At The Dell Primary School we aim to understand why pupils engage in bullying behaviours. These can include prejudice towards certain groups or communities. We are committed to safeguarding specific groups of pupils who may be vulnerable to bullying. Prejudicial opinions may be informed by a wide range of factors including media, community and/or family values, or previous personal experience.

Perpetrators' motivations may also include a desire:

- for power, control, and popularity;
- to belong to an 'in-group' with a perceived strong sense of identity;
- to avoid being a target of bullying themselves;
- to compensate for humiliations, which they themselves have suffered in the past.

Bystanders

Bystanders play a crucial role in bullying behaviours; they can be used by perpetrators as a strategy to gain status and power in a peer group. They can also play a positive role in supporting the rights of pupils, reporting incidents and upholding the school values of The Dell Primary School.

Preventing Bullying

Our approach to preventing bullying behaviours is outlined below or can be found in our graduated response document.

Universal

Targeted

Specialist

Reporting Bullying

Pupils, including bystanders are supported to 'speak out' and report all alleged bullying to any member of staff at The Dell Primary. Concerns can also be reported to the school office via phone and email

If pupils feel that they have not been listened to, they are encouraged to talk to another adult in school, a trusted friend or member of their peer group. We encourage all pupils to talk to their families about any concerns they may have. Pupils can also contact [Meic](#) for support and advice via phone 080 880 23456, WhatsApp 080 880 23456 and text 07943 114 449.

If parents / carers are concerned about bullying behaviours we encourage you to discuss these with your child in the first instance. If parents / carers feel that the behaviours have not stopped, they should contact the Headteacher. If parents /

carers are not satisfied with the response of the school, please follow the school's complaint procedure. This can be found on the school website.

Responding to Bullying

When a pupil reports bullying, staff will:

- Respond promptly and calmly.
- Listen to pupils without making judgements.
- Recognise that each case is individual.
- Reassure the pupil that they have done the right thing by telling someone and ensure they understand the boundaries of confidentiality.
- Investigate the incident and report back to all those involved, including parents / carers.
- Follow the Relationships and Behaviour Policy when holding the perpetrator(s) to account.
- Repair relationships through communication and establishing trust.
- Teaching and learning opportunity for the perpetrator(s) and bystander(s)
- Provide support to the target and perpetrator(s).
- Remind pupils and their families that they have the right to report incidents to the Police.

Recording and Communicating

The school will record all incidents using in compliance with Data Protection Laws. The school will report anonymised data to Monmouthshire County Council on a termly basis.

If the Head feels that an incident may be considered a Hate Crime they will seek advice from MCC Community Safety Team and or Gwent Police. If an incident involves sexual images we will follow our safeguarding procedures, which might include contacting Gwent Police.

Roles and Responsibilities

We ask that our school community hold true to our school values of The Dell Primary so that we can create an ethos that empowers our pupils to report bullying, support their peers and treat others with respect.

Staff will build positive relationships with our pupils, support pupils, model positive behaviours and intervene when appropriate. Staff will respond promptly and report incidents following our agreed procedures.

We ask that parents / carers support this policy, communicate respectfully with staff and encourage positive relationships and behaviours at home.

The Head teacher and Governing Body will monitor the effectiveness of this policy and review the policy at least every two years.