



Anti-Bullying Policy

	Staff • Read it • Opportunity to feedback	FGB/Sub committee • Approved	Accessible • Website link
Review Date:	October 2025	November 2025	November 2025
Next Review Due:	October 2026		
Changes to previous policy	Addition of P.A.C.E approached linked to Promoting Positive Behaviours Policy		

Members of staff with responsibility:

- Caroline Ash (Head Teacher)
- Richard Donnelly (Deputy Head Teacher and KS2 Lead)
- Catherine Parker (EYFS Lead)
- Jordan Wright (KS1 Lead)
- Natalia Yates (SENDCO)
- Tracy Mason (School Admin lead on Visits)



Links to United Nations Rights of the Child (2000)

A12: Every child has the right to express their views and for them to be listened to and taken seriously.

A29: Education should encourage understanding, peace, tolerance, equity of sexes and friendships among all peoples, ethnic, national and religious groups.

Aims

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at Dinnington First School.

Definition

Bullying is defined as deliberately targeted, hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Child's definition (taught as part of the curriculum) '**Several Times On Purpose**' - **STOP**

The main types of bullying are:

- Physical (e.g. kicking, hitting, theft)
- Verbal (name calling, racist remarks, homophobic remarks, references to difference, threatening behaviour/threatening comments)
- Online bullying (sending hurtful emails/texts/messages)
- Indirect (spreading rumours, excluding someone from social groups)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in our school.



As a school we need to:

- Raise awareness of all staff and children about bullying and make sure that all share an understanding of what bullying is (see definition above)
- Achieve this aim through inclusion the promotion of our whole school behaviour policy, PSHE, circle time, Rights Respecting, Emotional Literacy, Citizenship, Assemblies and subject areas as appropriate in an attempt to eradicate such behaviours.
- Promote 'No Outsiders' ethos across school to model ways in which all members of our community are welcome in our school.
- Through promoting our Dinnington Values of '*Community*' – *To be a welcoming and inclusive school* and '*Kindness*' – *To actively teach kindness, consideration and respect so that it permeates our lives and the lives of others.*
- Participate in activities to promote anti-bullying week (November) every year
- Promote the Equality Act 2010 as a model of accepting and celebrating difference across the school and wider community. Ensure racist, homophobic, transphobic incidents are recorded and monitored on CPOMS and dealt with consistently alongside all incidents related to protected characteristics in the Equality Act 2010

Protected Characteristics Equality Act 2010

- *age.*
 - *disability.*
 - *gender reassignment.*
 - *marriage and civil partnership.*
 - *pregnancy and maternity.*
 - *race.*
 - *religion or belief.*
 - *sex*
 - *sexual orientation*
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- Develop an understanding of British Values that celebrate diversity and difference in the UK
 - Make it clear that bullying has no place at Dinnington First School and will not be tolerated. If it occurs action will be taken.
 - Monitor to identify potential problem areas in the school and the times of day when problems may occur; ensure these areas are well supervised at this time
 - Communicate our policy to parents and governors
 - Promote 'Pupil Voice' and create opportunities for individuals to talk to an adult about anything that is worrying them.
 - Remind the children that **bullying is 'Several Times On Purpose'**
 - Show the children how to put up their hands and say STOP if another person is behaviour in a way that they feel threatening or worrying



Response by Staff to Bullying

- We must give time to listen to the victim and be seen to take the incident seriously. It may have taken considerable courage to 'tell'
- Class teachers should be prepared to accept that a child might prefer, for whatever reason, to approach another teacher or member of staff
- We should find out where the bullying is happening, who is involved and, if appropriate the child's view of why it is happening
- Find ways to raise the esteem of the victim in class and through the Thrive approach
- Only if appropriate (decided through discussion with the Head Teacher or SLT/ SENDCo) and then with sensitivity, discuss the problem with the class or group (in the victim's absence if they prefer)
- Make sure incidents are dealt with promptly and appropriately (see below)
- Log all bullying incidents on CPOMs
- Inform parents/carers

P.A.C.E Approach

We adults share responsibility for the behaviour of all children across the school day. We know our children well and understand that many incidents of inappropriate behaviour can be pre-empted with forward thinking and planning.

We use the PACE approach developed by Dan Hughes which focusses on building safe and trusted relationships with children and young people.

The acronym PACE stands for:

1. **Playfulness:** Encouraging a playful and engaging interaction with the child.
2. **Acceptance:** Demonstrating unconditional acceptance and empathy.
3. **Curiosity:** Showing genuine interest in the child's experiences and emotions.
4. **Empathy:** Providing emotional support and understanding.

Using this approach allows us to foster safe, trusting relationships that enable children to feel secure, build esteem and develop emotional regulation skills needed for successful learning and personal growth.



Dealing with the Bully

- As soon as the facts of the incident are reported, confirmed and recorded, the bully's parents will be asked to come into school.
- Reasons for bullying behaviour should be discussed with the child, parents, class teacher and Head Teacher / Deputy Head Teacher or Senior Leader to establish the root cause/s
- Make it clear that further bullying behaviour will not be tolerated
- Ask parents to acknowledge responsibility for their child's behaviour
- The bully will receive support and sanctions agreed by the class teacher and Head Teacher so that an appropriate response is implemented, and the behaviour is managed moving forwards.
- Both the perpetrator and the victim will be monitored until such time that school is as confident as they can be that the behaviour will not be repeated.

This policy links to the '**Policy for Promoting Positive Attitudes and Behaviour for Learning**'

(September 2025)