

# TRANMERE PARK PRIMARY SCHOOL

RIDGE CLOSE  
TRANMERE PARK  
GUISELEY  
LEEDS  
WEST YORKSHIRE  
LS20 8JJ

TELEPHONE: 01943 875050

FAX: 01943 871041

Email: [secretary@tranmerepark.leeds.sch.uk](mailto:secretary@tranmerepark.leeds.sch.uk)



## **Anti-bullying Policy**

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*Tranmere Park Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

# Anti-bullying Policy for Tranmere Park Primary School

**Author: Helen Beestin**

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## Introduction

The school is committed to providing an environment free from discrimination, bullying, harassment and victimisation where all members of its community are treated with respect and dignity. The school aims to create a culture of diversity within its community, providing a dynamic working and learning environment, where all members are valued for their contribution.

Tranmere Park works with children and families to support and help them understand different types of bullying. The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying
- This policy statement applies to anyone working on behalf of Tranmere Park Primary School, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. The NSPCC provides summaries of the key legislation and guidance on:

- bullying - [learning.nspcc.org.uk/child-abuse-and-neglect/bullying](https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying)
- online abuse - [learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse](https://learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse)
- child protection - [learning.nspcc.org.uk/child-protection-system](https://learning.nspcc.org.uk/child-protection-system)

## Definition

Bullying can be in many forms. There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

## Our Approach

We believe children and young people should never experience abuse of any kind. At Tranmere Park Primary School, we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them. We recognise that bullying

causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm to all children, regardless of age, disability, gender, race, religion or belief, sex or sexual orientation. All our children have the right to equal protection from all types of harm or abuse and it is everyone's role to prevent all forms of bullying (including online) and putting a stop to bullying.

We will support our pupils by:

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it.
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying
- putting clear and robust anti-bullying procedures in place
- making sure our response to incidents of bullying takes into account:
  - the needs of the person being bullied
  - the needs of the person displaying bullying behaviour
  - the needs of any bystanders
  - our organisation as a whole.
- reviewing the plan developed to address any incidents of bullying at regular intervals in order to ensure that the problem has been resolved in the long term

### **Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and governors are regularly reminded of their responsibilities under the Equality Act, for example during meetings.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training as part of our ongoing Continuing Professional Development cycle.

### **Links with other policies**

This document links to the following policies:

- Child Protection/safeguarding policy
- Procedures for responding to concerns about a child or young person's wellbeing.
- Code of conduct for staff and volunteers
- Online safety policy and procedures for responding to concerns about online abuse
- Equality policies.