Motcombe School

Flying high together

Anti-Bullying Policy

Reviewed annually in Term 1

Last Review: September 2026

Please also see
Motcombe School Child on Child Abuse Policy

Our Motto

Flying High Together

Our School Vision

"We are dedicated to ensuring every child is included, supported and valued and has a true sense of belonging"

Our School Values

We will support every child ….

to have academic confidence
to make safe and sensible choices
to be physically fit
to gain mental strength through resilience
to show kindness

Ethos

Every child is unique and individuality is encouraged. We believe that our hygge-inspired environment supports this by promoting children's emotional wellbeing and mental health. We ignite curiosity and wonder and this enables them to learn well.

Equal Opportunities
At Motcombe we believe that all children, regardless of first language, disability, race, gender, cultural or socio-economic background, should receive equal access to the full school curriculum.

Disability Statement
Motcombe is proud to be an inclusive school. We are able to offer access to the full curriculum for children who have a physical disability.

We have easy access into the main part of both buildings and have accessible toilet facilities. As with any additional needs the school works closely with parents and appropriate outside agencies.

Statement of Intent:

In line with the School's Vision and Aims, we are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the staff.

What is Bullying?
Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching, or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on, the issue of sexuality
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Cyber – All areas of internet, such as e-mail and internet chat room misuse; mobile threats by text messaging and calls; misuse of associated technology e.g. camera and video

Why is it important to respond to Bullying?
Bullying hurts. No-one deserves to be a victim of bullying. The School's ethos and The Golden Model ensure that everybody has the right to be treated with respect. Pupils who are bullying are helped to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy
- All teaching and support staff, pupils, parents/carers and governors to understand what bullying is
- All staff and governors to be aware of this Policy and to put it into practice if bullying is reported
- All pupils and parents to know what the School Policy is on bullying and what to do if bullying arises
- All members of the school community to be aware that bullying is a serious matter and that support will be provided if bullying is reported
- Bullying is not to be tolerated

Signs and Symptoms
Children may indicate by signs or behaviour that they are upset. Staff will investigate if any of the following are observed or reported:

- changes in the usual routine
- unwilling to go to school
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts to threaten suicide or runs away
- cries him/herself to sleep at night or has nightmares

- feels ill in the mornings
- begins to do poorly in school work
- comes home with clothes torn or property damaged
- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying could be a possibility which should be considered.

Procedures

(1) Incident to be reported to class teacher or member of the Senior Leadership Team.

(2) The incident to be logged on SIMS Behaviour Module.

(3) Parents/Carers of both victim and bully to be informed. Discussions regarding the problem will take place.

(4) The bullying behaviour, or threats of bullying, will be investigated with the aim that it will be stopped quickly.

(5) The victim will be supported by staff and children through the use of The Golden Model or other strategies – supervision, playground friends, buddies, quality circle time, etc.

(6) The child who is bullying will be supported to change his/her behaviour using similar strategies.

Outcomes

- The child or children who is/are bullying will be asked to genuinely apologise; other strategies such as a facilitated mini-circle time with all involved parties may take place so that reconciliation can take place

- Sanctions outlined in the Behaviour Management Policy will be applied. Exclusion will be the ultimate sanction

- After the incident/s has/have been investigated and dealt with, each case will be monitored to ensure that repeated bullying does not take place

Prevention

In line with the school's Curriculum and Behaviour Policies, the following strategies will be used:

- A consistent approach to behaviour management using The Golden Model – Information can be obtained in Appendices I and II.

- Quality Circle Time which supports the development of social and communication skills and enables specific issues to be discussed.

- Supervision by trained staff.
- Playground Friends and Helpers.

- Well resourced learning environment – both inside and outside.
- Assemblies that focus on moral values.
- Training in Behaviour Management for all new members of staff and regular updates for established staff.
- Weekly celebrations of achievements – relating to work and behaviour.

Monitoring:
This Policy will be monitored by the SLT and the Governing Body. Revisions, as appropriate, will be made.