



Anti-Bullying Policy 2025

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. We are a **TELLING** school. This means that *anyone* who knows that bullying is happening should tell a member of staff, parent or a trusted adult.

What Is Bullying?

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)

(Gov.uk 2024)

Our school uses a clear definition '**Several Times on Purpose**', to help children understand the seriousness of bullying compared to other unacceptable behaviours and provides the '**STOP**' acronym that leads to the children knowing that they should 'Start Telling Other People'.

Bullying is:	We should:
S everal	S tart
T imes	T elling
O n	O ther
P urpose	P eople

The Law ([Bullying at school: The law - GOV.UK \(www.gov.uk\)](http://www.gov.uk)) - Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages.
- hate crimes and,

It is against the law to discriminate (Discrimination: your rights: Types of discrimination ('protected characteristics') - GOV.UK (www.gov.uk)) against anyone because of:

- sexual orientation
- gender reassignment
- sex
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- age
- being married or in a civil partnership
- being pregnant or on maternity leave

At times, bullying such as child on child abuse; sexualised behaviour, serious incidents of harm, homophobic behaviours, cyber bullying and Sexting/Use of mobile phones may occur and will be taken seriously and as a serious safeguarding concern especially if the child is at risk of significant harm. In such cases, our Designated Safeguarding Lead and the Headteacher will assess the situation and seek advice and guidance from Children's Social care or the Police especially in relation to illegal activity.

All staff should be aware to the possibility of a member of staff bullying a child. Should anyone suspect that this is taking place, this should be reported immediately to the Head Teacher (**Steve Powell**). If the Headteacher is suspected of bullying, the matter should be reported to the Chair of Governors (Mathew Peatfield).

Bullying is not:

- It is important to understand that bullying is not odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Why is it Important to Respond to Bullying?

- Bullying hurts
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect
- Pupils who are bullying need to learn different ways of behaving
- Schools have a responsibility to respond promptly and effectively to issues of bullying

Objectives of this Policy

- All governors, staff, pupils and parents should have an understanding of what bullying is
- All governors, staff, pupils and parents should know what the school policy is on bullying, and follow it when bullying is reported
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Prevention

The school has a range of strategies in place to help children work and behave co-operatively in order to minimise the possibility of bullying taking place.

At our school, we have a clear behaviour policy that rewards positive behaviour. The school rules are clear and straightforward and focus on positive attitudes. We hold a weekly celebration assembly to encourage children to support and value each other.

The Curriculum

- Through our RE lessons and daily collective worship time we teach an awareness and encourage mutual respect for different races, faiths and cultures.
- Within our PSHE lessons we share what bullying is, the different types of bullying, how to resolve conflicts sensibly and what to do if bullying occurs.
- We follow the Jigsaw Scheme, which incorporates circle time into most PSHE lesson. This provides children with more opportunities to discuss their feelings. It also helps to create a positive climate in school and encourages co-operative behaviour.

Our Anti Bullying Ambassadors – The school has formed a group of ‘Anti Bullying Ambassadors’ through the school council in order for children to take an active, lead role in reducing bullying. This is carried out in a range of ways, such as:

- Sharing the STOP message by creating posters to be display throughout the school
- Supporting a kind and friendly atmosphere at break-times by acting as positive role models
- Having an active role in the National Anti-bullying week in November each year, supporting workshops and assemblies.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work

- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay someone who has asked them for money)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)
- 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
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

Role of the Governing Body

- To delegate responsibility to the head teacher to eliminate forms of bullying and to ensure that records are kept in line with the schools reporting procedures.
- To delegate responsibility to the head teacher to ensure all school staff, volunteers and visitors are aware of and comply with this policy.
- To ensure this policy and all policy are accessible to parents and guardians.
- To ensure that this policy is sustained and updated regularly.
- Lead by our anti-bullying lead Governor (Mathew Peatfield)

Procedures - Reporting

Staff

- The Mental Health and Well-being lead (**Michelle Green**) is responsible for checking the KS1 school 'worry boxes' for any concerns and speaking to the children involved and Jacinta Marr will do the same in KS2. The mental health and well-being lead works alongside the school's ELSA (**Jim Baker**).
- All staff are responsible for the health and well-being of the children and have a duty to respond appropriately to any claim of bullying.
- Teaching Assistants should report to a class teacher or senior manager.
- Lunchtime supervisors report to the lunchtime manager who in turn reports to class teachers and a member of the SLT
- All incidents of suspected bullying will be dealt with by the member of staff it is reported to, usually the class teacher.
- If they are unable to investigate, the matter must be **referred immediately** to a senior member of staff.
- All incidents are then recorded electronically on the form (*Appendix 1*) and emailed to Jacqui Hayes. Jacqui will print off a copy to put into the school's 'Bullying and racist incident' file.

Children

- Children are encouraged to 'Start Telling Other People'

- They are encouraged to report possible bullying to any member of staff they trust, a friend or a member of their family.
- Children may post a message in the 'Worry box' to voice any concerns
- Children who are 'bystanders' are encouraged to support their peers by reporting any suspected bullying.

Parents

- Parents are encouraged to share any concerns with their child's class teacher or a member of senior management.
- In serious cases, parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, particularly if behaviour in school is repeated out of school, police will be consulted.

Procedures – Outcomes

Victim

- The bullying behaviour or threats of bullying must be investigated immediately and the bullying stopped.
- Victims will be reassured that they have done nothing to deserve the bullying and that what may have happened is not their 'fault'
- The victim will be consulted with on how to rebuild relationships with the perpetrator if they want to do this.
- Following investigations, staff will periodically 'check in' with children that have been the victim of bullying to ensure that the child feels happy and secure at school.

Perpetrator

- Most importantly, the perpetrator should be helped to realise that bullying will not be tolerated, that it must stop immediately and that there can be no re-occurrence.
- Children are helped to reflect upon their actions and to empathise with how the bullied child may feel.
- Children that have bullied are supported to modify their behaviour – this may be through a behaviour card, structured lunchtimes including pastoral support and involvement of parents to reinforce the unacceptable nature of bullying.
- Other consequences may take place, such as detention or loss of golden time or other 'privileges' within school.
- Temporary exclusion for one or more days may be considered if appropriate.
- After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Parents

- Parents / carers of both victim and perpetrator will be kept informed throughout the process.
- Close contact will be maintained with the victim's parents or carers to ensure that the victim adjusts positively back to school life as quickly as possible.
- Parent views will always be considered but the school will stress that wherever possible reconciliation will be considered in order to provide clear resolution for all concerned while not condoning the bullying.

Procedures – Recording

- Lunchtime staff keep a written record of incidents and report daily to the class teacher.
- All incidents are then recorded electronically on the form (*Appendix 1*) and emailed to Jacqui Hayes. Jacqui will print off a copy to put into the school's 'Bullying and racist incident' file. She will then run a termly report and send it to the Headteacher for monitoring.

- Periodic analysis of incident forms i.e. numbers of incidents, numbers of children involved, analysis of lunchtime detentions etc will help staff to measure the success of our policies in tackling poor or challenging behaviour.

This policy was written using the *'Preventing and Tackling Bullying Advice for school leaders, staff and governing bodies' July 2017* and will be reviewed annually and shared as part of the School Handbook at the start of each year to ensure that all staff are aware of the procedures to follow.

Signed :

_____  (Headteacher)

_____  (Chair of Governors)

Reviewed: **August 2025** (*Preventing and Tackling Bullying Advice for school leaders, staff and governing bodies' July 2017*)

Date to be reviewed: **Autumn 2026**

Bullying incident

Location/event:

Date of incident:

Time of incident:

Nature/Type of Incident: (Please Tick)			
Extortion		Possessions - kit taken or damaged	
Isolation - being ignored or left out		Forced into actions against will/hazing	
Physical - being hit or hurt		Written	
Verbal (name-calling, taunting, mocking, threatening)		Spreading rumours	
Cyber (On-line, social media, email, text, posting photos/videos)		Other (please specify)	

Are there indications that the incident was motivated by any of the following:			
General appearance/demeanour		Race/ethnic origin	
Disability/SEN		Sexual orientation	
Gender/sexism		Home circumstances	
Religion		Academic ability	

Brief summary of Incident/s:

Parents/carers of the victim(s) informed: Date..... Time.....

Parents/carers of the perpetrator(s) informed: Date..... Time.....

Action Taken: include any sanctions, exclusions, parental involvement, or involvement with external agencies.

Completed by:

Date: