Anti-bullying Policy

(Version 1.4)

Amendment History		
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Authorisation

Date Ratified: March 2026

Signed By: Tricia Brabham
On behalf of school governors

Signed by: James Oakley
Headteacher

Review Date: March 2028

Anti-Bullying Policy Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all children should be able to tell a trusted adult and know that incidents will be dealt with promptly and effectively.

We openly encourage the children to tell us when they are having problems with other children whether that is in the classroom, the playground or online. Anyone who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

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

The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups).

Bullying can be:

- Emotional: being unfriendly, excluding (e.g. telling other children not to play with someone), tormenting (e.g. hiding books or making threatening gestures).
- Physical: pushing, kicking, hitting, punching or any use of violence.
- Racist: racial taunts, graffiti, gestures, other bullying behaviour focussed on issues of race.
- Sexual: unwanted physical contact or sexually abusive comments.
- Homophobic: bullying behaviour focussed on sexuality, lesbian, gay, bi-sexual and transgender (LGBT)
- Verbal: name-calling, insulting others, spreading rumours, teasing, intimidation
- Online: bullying via any area of the internet such as email and internet chat room misuse or misuse of social media such as Facebook; threats via text messaging or phone calls; misuse of associated technology i.e. camera or video
- Aimed at a person's:
    - Heritage: bullying behaviour focussed on customs and culture, including Gypsy, Roma, traveller communities
    - Home: bullying of young carers or looked after children or otherwise related to home circumstances
    - Disability: bullying behaviour focused on Special Educational Needs or Disability (SEND)
    - Mental Health: bullying behaviour using terms related to a person's mental state.
    - Religion: spoken comments, written notes, emails, web postings etc. that highlight an individual's religion or culture with the purpose of mocking them for cultural or religious difference
    - Alternative Sub Culture: bullying behaviour focussed on a type of culture that exists outside or on the fringes of mainstream or popular culture, usually under the domain of one or more subcultures.

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. It is our responsibility to support children who are bullied and educate those who engage in bullying behaviour to behave in a healthier, safer and more respectful way. We have a responsibility to all our children and will respond promptly and effectively to issues of bullying or perceived bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, children and parents/carers should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All children and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Children and parents/carers should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

Possible signs that a child may be being bullied

A child may indicate by signs or behaviour that they are 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 come into school by their usual method
- begs for adults to support them coming into 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 (this may be to pay a bully)
- 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
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a text message is received

- gives improbable excuses for any of the above

These signs and behaviours could indicate that a child is experiencing difficulties unrelated to bullying. However, bullying should be considered a possibility and will be investigated.

Support in school

As part of our ongoing PHSE programme we:

- Give children guidance on how to make the right choices.
- Give children strategies to cope will friendship problems.
- Give children time to practice and discuss smart thinking.
- Create a safe space for children to discuss problems and find solutions.
- Explore cyber bullying as a category within the e-safety curriculum.
- Anti-bullying Ambassadors

Our Pupil Family Support Workers are available throughout the day, including before/after school and lunchtimes to meet with children and/or parents/carers. They offer a range of support:

- Lunchtime/friendship clubs for children who may find it difficult to make, maintain or manage friendships
- A safe space for children to go to discuss their worries and concerns
- A point of contact for parents to raise concerns

As a whole school we promote national anti-bullying week through specific teaching, discussion, activities and assemblies. Key information and children's learning is shared with parents/carers and the local community.

Schools' teaching and support staff are alerted to the signs of bullying and act promptly and firmly against it in accordance with school policy

Statutory Duty of Schools

Headteacher's have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among children and to bring these procedures to the attention of staff, parents/carers and children.

Implementation

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded on CPOMS and the PFSW team will be made aware.
- The PFSWs or an agreed member of SLT will interview all concerned and will record the incident
- Classroom staff will be kept informed, as appropriate
- The Headtacher will be kept informed throughout the process
- The case may be escalated to the Headteacher at any point, as appropriate
- Restorative justice will be used whenever possible, with a solution to move on and what to do next time.
- The child will be separated from the behaviour

Supporting children who have been bullied

Children who have been bullied will be supported by:
- offering an immediate opportunity to discuss the experience with an adult of their choice
- reassurance
- offering continuous support
- restoring self-esteem and confidence

Supporting children who have bullied

Children who have bullied will be helped by:
- discussing what happened
- discovering why the child became involved
- establishing the wrong doing and need to change
- informing parents/carers to help change the attitude of the child.
- working with outside agencies where appropriate

Supporting family members of children affected by bullying

Family members of children who have been affected by bullying will be supported by:
- Regular communication with the school
- Support/guidance from the Pupil Family Support Workers
- Guidance for accessing further support

The following disciplinary steps can be taken: [see behaviour policy]

- official warnings to cease behaviour
- missed playtimes/lunchtime reflection
- exclusion from certain areas of school premises or from certain activities
- working out of the classroom (in an agreed space) for a set amount of time
- internal seclusion
- suspension
- permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, e-safety, circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, Evaluation and Review

The school will review this policy every 2 years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Incidents will be reviewed through schools safeguarding monitoring systems and reported to governing body to ensure that trends are highlighted and addressed

Prevention Methods for helping children to prevent bullying include:

- school expectations and values are clear to children and all stakeholders
- children develop and agree to a class charter
- write stories/poems and draw pictures to promote kindness
- read stories to promote desirable behaviours e.g. kindness, resilience
- reactive support from the pastoral team
- proactive small group work or 1:1 work to promote emotional literacy
- assemblies celebrate and reinforce positive behaviours and school values
- parental engagement to support anti bullying culture
- anti-bullying ambassadors
- the use of external organisations for training and support of staff and students Help Organisations:

Help Organisations

Advisory Centre for Education (ACE)	0300 0115 142
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parent line Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk www.stopcyberbullying.org
Childline	0800 1111
Diana Award	https://diana-award.org.uk/anti-bullying

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.