



Anti-Bullying Policy

Policy Author	Annie Leigh
Date Ratified	May 2025
Next Review Date	April 2026
Approved and Authorised By	FGB
Statutory	No
On school website	Yes
Rationale	
Main updates since last policy	More information about cyber bullying. Safe plans reference removed as no longer relevant MASH referrals link to KCSIE 2022 changed to 2024

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our pupils so 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 feel comfortable to report this knowing that incidents will be dealt with promptly and effectively.

The school actively challenges all prejudice-based discriminatory behaviour, which may be gender, racist, homophobic and transphobic.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils, parents and carers should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils, parents and 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. Pupils, parents and carers should be assured that they will be supported when bullying is confirmed.
- Bullying will not be tolerated.

What Is Bullying?

- Bullying is a **persistent** and deliberate intent to hurt or humiliate somebody physically or emotionally. It involves an imbalance of power between the perpetrator(s) and the victim(s). Bullying results in pain and distress to the victim. Bullying is often aimed at certain groups, for example because of race, religion, gender or sexual orientation.

We include the bullying of staff by parents, carers or pupils.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence
Racist	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic / Transphobic	because of, or focussing on the issue of sexuality/ gender identity
Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of the internet, such as email social networks and instant messages Threats by text messaging & calls Misuse of associated technology, i.e. camera & video facilities

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.

We recognise that we all have a responsibility to respond promptly and effectively to issues of bullying.

PROCEDURES

Preventative Measures

The school works to prevent incidents of bullying through:

- Actively challenging all prejudice-based, discriminatory, homophobic or racist language.
- Focusing specifically on bullying in the PSHE curriculum and Circle Time.
- Focusing specifically on a wide range for family groups through PSHE sessions
- Providing information to parents and carers.
- Training staff and governors.
- Working with parents to understand the wide range of families in the school community and how the school can support their needs.
- Exploring with pupils, parents, carers and staff any behaviour which could be classed as bullying and behaviour which might not be classed as bullying.
- Taking part in the annual National Anti- Bullying week.
- Sharing relevant pupil information with staff to enable staff to be alert and vigilant to any potential difficulties.
- Appropriate supervision at break times.
- An approachable atmosphere developed in school, where pupils are able to confide in staff.
- Staff training in specific emotional needs (ELSA Teaching Assistant).

Actions to be taken where bullying is suspected

If bullying is suspected, we will talk to the suspected victim, the suspected bully and any witnesses individually. We will undertake regular observations of behaviour and incidents both in class and at break times. All staff will be made aware of the need to log any observations. Any logging of incidents or meetings investigating bullying will be recorded on CPOMS.

If any degree of bullying is identified, the following actions will be taken:

Support for the victim

- Immediately offering the opportunity to talk about their experience with a member of school staff.
- Informing parents/carers of the victim face to face or by telephone.
- Parents/ carers will be invited in for a conversation with the Head Teacher, Deputy Head Teacher or Assistant Head Teacher and, if appropriate, the class teacher.
- Offering support mechanisms when they feel they need it through discussions with school staff.
- Sessions with an ELSA if appropriate.
- Arranging for the victim to be escorted to and from the school premises where necessary.
- Taking disciplinary steps to prevent more bullying.
- Creation of a risk assessment, if necessary, to mini Bullying is often aimed at certain groups, for

example because of race, religion, gender or sexual orientation. Educational consequences follow a restorative and coaching approach allowing the child to understand the impact of their behaviour and know what to do next time to solve the situation. They may also involve the other people who have been negatively impacted. Protective consequences may mean a loss of privileges to protect themselves or others. This could mean a pupil has to play in a different part of the playground or use their break or lunchtime to discuss an incident.

- Informing the bully's parent/guardian after evidence gathering either face to face or in a telephone conversation.
- Parents/ carers will be invited in for a conversation with the Head Teacher Deputy Head Teacher or Assistant Head Teacher and, if appropriate, the class teacher.
- Sessions with an ELSA if appropriate.
- Other consequences may take place linked to the steps in the Behaviour Policy (July 2024).
- Working with bullies to challenge any prejudiced attitudes as far as possible.
- A Behaviour Plan or Pastoral Support Plan may be needed to support the pupil.
- In serious cases, suspension or exclusion will be considered.
- Under KCSIE (2024) a referral may now be made to Social Care MASH team if there are concerns about the children involved or a sudden, rapid escalation in events if we are concerned there is Child on Child Abuse
- Referrals may be made into Early Help for advice or the local authority SEMH lead.
- The school disciplinary procedure will be followed (see Behaviour Policy)