



Helsby Hillside Primary School

Anti-Bullying Policy

October 2025

***Ready
Respectful
Safe***

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Approved by:	Teaching and Learning Committee	Autumn 2025
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With kindness, respect and gratitude, together we aim high in all we do

1. Statement of Intent

In line with our whole school vision, we at Helsby Hillside Primary School are committed to safeguarding our pupils and in providing as caring and friendly an environment as possible.

Bullying is not tolerated at Helsby Hillside Primary School. It is everyone's responsibility to help prevent bullying and to tackle bullying as and when it occurs. Anyone who knows or suspects that bullying is taking place is expected to tell a member of staff.

We aim to constantly challenge attitudes that lead to bullying behaviour in any of its many forms, to promote an anti-bullying ethos in the school; to instill in pupils the confidence that incidents of bullying will be dealt with promptly and effectively; to increase understanding of those pupils who are subjected to bullying; and to deal with bullying as part of a whole school behaviour policy.

Objectives of the policy:

- *All governors, teaching and non-teaching staff, pupils and parents 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 pupils and parents 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 and parents should be assured that they will be supported when bullying is reported.*
- *Bullying will not be tolerated.*

2. Definition of bullying

At Hillside we have adopted the definition of bullying provided by the Anti-Bullying Alliance:

"Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online."

3. What might bullying look like?

At Helsby Hillside we consider the context within which incidents and/or behaviours of concern occur. We will consider the motivations behind the behaviours and will take into account the age and stage of development of the pupils involved. Our focus will always be the safety and welfare of all children involved.

Bullying behaviour may include, but is not limited to:

Physical – pushing, poking, kicking, hitting, biting, pinching etc.

Verbal – name calling, sarcasm, spreading rumours, threats, teasing, belittling

Emotional – isolating others, tormenting, hiding books/belongings, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation, and coercion

Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.

Online / Cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion etc.

Indirect – can include the exploitation of individuals such as ‘false friendships’, criminal exploitation, sexual exploitation, and radicalisation

Prejudice-related – derogatory and discriminatory language and behaviour including that which is racist, homophobic, transphobic and disablist in nature. This language and behaviour may be directed towards people because of their race/ethnicity/nationality; because they are lesbian, gay, bisexual, or trans, or are perceived to be, or have a parent/carer, sibling, or friend who is, because they have a learning or physical disability. Such language and behaviour are generally used to refer to something or someone as inferior.

There is no hierarchy of bullying, all forms of bullying are taken equally seriously and will be dealt with appropriately.

Bullying is not:

Falling out with friends, name calling, arguments or playing tricks on an occasional basis. Such instances will be dealt with by staff using either principles from the Behaviour Policy or with Pastoral Support as appropriate. Bullying is when these behaviours are done several times/repetitively and with the purpose of causing distress or harm.

We teach children about bullying through PSHE lessons, assemblies, participation in annual national awareness weeks and circle time. This all relates to the respect of the child and is ongoing throughout the year. Managing conflict and navigating friendships is an important part of a child’s development, as is repairing relationships when friendships break down. Our school ethos encourages

children to use restorative principles when managing any difficulties that arise within their relationships.

4. Pupils: How to get help

If you are being bullied:

- Do not put up with bullying behaviour.
- Tell a teacher or member of staff immediately. You can approach them openly, write a note or ask an adult at home to make contact with school for you.
- Tell a parent or carer as well.
- Tell a peer counsellor
- Do not hit back or join in the same behaviour as it may result in you being accused of bullying or escalate (make worse) the situation.

If you see somebody else being bullied or know another pupil is being bullied :

- Always tell an adult immediately (any teacher or member of staff, parent, carer, relative, peer counsellor or friend).
- Do not put up with bullying behaviours in your group of friends. If you can, tell them that their behaviour is wrong and they should stop. Children tend to stop bullying behaviours if they are challenged and not given back up.
- Do not repeat unpleasant things and threats you may hear.

Remember, watching and doing nothing does not help and can make people think you support the bullying. This is called being a bystander.

5. Action when Bullying is reported

Members of staff will listen carefully to what pupils reporting bullying have to say and will record the incident on our electronic safeguarding system; CPOMs (further detail in section 6.)

Staff will offer immediate support to victims and put the school procedures into operation to ensure:

- A prompt investigation during which each pupil will be given time to talk separately.
- Discussion will take place focused on finding a solution to the problem with the aim of stopping bullying from recurring.

- Where appropriate and in line with the school's behaviour policy, appropriate consequences will be discussed and agreed on.
- Parents of all concerned are informed.

Follow up action: Staff will continue to watch for signs of further bullying and will ensure other colleagues who may encounter the problem are informed about it.

6. Recording of incidents of bullying

- The adult recording the incident or events should clarify the facts from each child involved, using the child's own words wherever possible.
- The report is recorded on CPOMs.
- A record of the school's response must be made as an action on CPOMs.
- If necessary, the parents/carers of all parties should all be asked to come into school to discuss the matter.
- CPOMS reports are analysed termly. Identified trends are investigated and actioned during a monthly inclusion meeting (Head, Deputy Head, SENCO, Pastoral manager and behaviour lead).

7. Prevention of Bullying and Promotion of a Supportive Community

This anti-bullying policy is part of a wider behaviour policy that aims to develop the behavioural skills of all pupils and promotes the idea of pupils being 'Ready, Respectful and Safe'.

We address bullying within the curriculum in order to give pupils an understanding of what bullying is, to develop skills to prevent and deal with bullying situations and attitudes, which promote responsibility.

This will happen through:

- Providing a learning environment that is well ordered through self-discipline and co-operation
- Providing a framework whereby everyone feels that they are valued.
- Creating an atmosphere whereby everyone within school is treated with due respect and dignity
- Having behaviour expectations that are accessible to all, that are positive and reflect the ethos of the school

- Supporting families through pastoral support in school
- Promoting and celebrating pupil voice

We will promote good behaviour and prevent bullying by:

- Promote an atmosphere of honesty, trust, fairness, tolerance, compassion, self-respect and self-discipline
- Raising awareness of bullying through assemblies
- Encouraging our pupils to be courteous and to care for and respect the thoughts, feelings and beliefs of children and adults alike
 - Developing well-motivated children who show respect for the property of others and the environment as a whole
- Expecting children to take responsibility for their own actions and to respond with appropriate behaviour according to the situation
- Using our reward and sanctions systems (outlined in the Behaviour and Relationships Policy) to recognise and promote positive behaviour, attitudes and standards of work and address unacceptable standards of behaviour
- Providing opportunities for the children to express their feelings, thoughts and concerns.

8: Restorative approach at Helsby Hillside

At Hillside, we recognise that a restorative approach offers an alternative way of thinking about addressing discipline and behavioural issues and offers a consistent framework for responding to these issues.

What is a restorative response to bullying?

Those affected are invited to have dialogue around the following questions:

- What has happened / is happening?
- What were you thinking?
- How are you feeling?
- How are you being impacted? And others?
- What do you need to do to move forward? What is being restored? This depends on the context and on the needs of those involved.

Through using this process, we see the benefits in;

- Reduced incidents, more independence, children taking the lead in decisions.
- Pupils take ownership of the restorative process and desire more positive outcomes.
- Improved relations and better emotional literacy.
- A dialogue that leads to reducing and resolving conflict.
- Provide meaningful dialogue for staff and pupils.
- Has a greater impact on self-esteem and well-being by empowering and allowing forgiveness and resolution.

9: Escalation

If it is deemed necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children's social care (if a child is felt to be at risk of significant harm).

Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken.

10: Guidance for parents:

- Take an active interest in your child's social and school life, discuss Friendships and any problems they have.
- Watch for possible signs of bullying
(<https://anti-bullyingalliance.org.uk/tools-information/advice-parents/spotting-signs-my-child-being-bullied>)
- Inform the school at once if you think your child may be being bullied or is bullying and ask to meet your child's teacher.
- Together with the school, devise methods of dealing with the problem that will provide your child with support both inside and outside school.
- Do not encourage your child to retaliate as this can escalate the problem and can result in bullied children being wrongly accused of bullying behaviour.

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