

# Anti-Bullying Policy



**NO OUTSIDERS**

# EVERYONE IS WELCOME.

*'Aspire to be Amazing'*

Last reviewed: January 2026  
Date for next review: January 2027

**Ashton Hayes Primary School**

*Church Road, Ashton Hayes, Chester, Cheshire CH3 8AB*



**Erasmus+**



**Cheshire West  
and Chester**



**Supporting Social Communication**

In Consultation With		
Date Agreed	Name	Position
January 2026	Martin Bell	Headteacher
<b>Date for Review:</b>	January 2027	

## Statement of Intent

At Ashton Hayes Primary School, we believe that every pupil deserves to learn in a safe and supportive environment, free from all forms of bullying. We are committed to creating a school community where everyone feels valued, respected, and included. This policy outlines how we work together to prevent and address bullying, with the ultimate goal of promoting kindness, tolerance, and respect for all individuals.

We take a proactive approach to tackle bullying, guided by the principles of **Conscious Discipline**, which promote self-regulation, empathy, and positive relationships. These principles are integrated into our curriculum to foster an ethos of inclusivity and support.

In line with the **Education and Inspections Act 2006** and the **Equality Act 2010**, we have established measures to prevent and respond to bullying and ensure that all pupils are able to learn in a safe environment. Our school community, including staff, pupils, and parents, work together to support this ethos, and we maintain a zero-tolerance policy towards bullying at Ashton Hayes Primary School.

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## 1. Legal Framework

1.1 This policy is informed by the following legislation and statutory guidance:

- **Education and Inspections Act 2006**
- **Equality Act 2010**
- **Children Act 1989**
- **Protection from Harassment Act 1997**
- **Malicious Communications Act 1988**
- **Public Order Act 1986**
- **Communications Act 2003**
- **Human Rights Act 1998**

1.2 This policy is also implemented alongside our school's:

- Behaviour Policy
  - E-safety Policy
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## 2. Definition

2.1 **Bullying** is defined as repeated behaviour by an individual or group, intended to cause harm, whether physically, verbally, or emotionally, to another individual or group.

2.2 **Key characteristics of bullying:**

- **Repetition:** Bullying is not a one-off incident but occurs over time.
- **Intent:** The behaviour is meant to cause harm.
- **Targeting:** The behaviour is directed at a specific individual or group.
- **Power Imbalance:** Bullying involves a perceived or actual imbalance of power, whether between pupils or between pupils and adults.

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### 3. Types of Bullying

3.1. Bullying may relate to almost any aspect of a person's identity, including but not limited to:

- Appearance
- Religion
- Ethnicity
- Gender
- Sexual orientation
- Home life
- Culture
- Disability or Special Educational Needs

3.2. Bullying can occur through the following mediums:

- **Verbal**
- **Physical**
- **Emotional**
- **Online (Cyberbullying)**

3.3. Specific types of bullying include:

- **Racist Bullying:** Bullying based on ethnicity, religion, or skin colour.
- **Homophobic Bullying:** Bullying based on actual or perceived sexual orientation.
- **Transphobic Bullying:** Bullying based on gender nonconformity or gender identity.
- **Sexist Bullying:** Bullying based on gender or sexist attitudes.
- **Sexual Bullying:** Bullying with a sexual dimension, including harassment, intimidation, and humiliation.

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### 4. Statutory Implications

4.1 We are committed to the **Equality Act 2010** which requires schools to eliminate discrimination, harassment, and victimisation, promote equality of opportunity, and foster good relations between pupils who share a protected characteristic and those who do not.

4.2 Under the **Human Rights Act 1998**, we acknowledge our duty to respect and protect the rights of every child, ensuring that bullying does not undermine their well-being and safety.

4.3 The school recognises that while bullying itself is not a criminal offence, some forms of bullying (e.g., harassment, threats, malicious communication) may be subject to criminal law, as outlined in the **Protection from Harassment Act 1997** and the **Communications Act 2003**.

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### 5. Prevention

5.1 We actively work to **prevent bullying** by fostering a supportive school environment where diversity is celebrated, and mutual respect is encouraged. Key preventative measures include:

- Promoting kindness, tolerance, and respect through the curriculum, assemblies, and other activities.
- Integrating **Conscious Discipline** principles to promote self-awareness and empathy.
- Encouraging positive behaviour through peer support programs and group activities.
- Providing staff training to help them identify and address bullying.
- Raising awareness through regular discussions about bullying, online safety, and mutual respect.

## 5.2 Proactive Steps:

- Changing seating arrangements and class dynamics to promote inclusivity.
  - Organising activities to broaden friendship groups.
  - Offering a safe space for pupils who need support or want to avoid conflict.
  - Encouraging pupil participation in school-wide events to build a sense of community.
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## 6. Signs of Bullying

### 6.1 Signs that a pupil may be a victim of bullying:

- Reluctance to attend school or changes in attendance patterns.
- Emotional distress, such as increased anxiety or withdrawal.
- Unexplained physical injuries or damaged belongings.
- Difficulty concentrating or a drop in academic performance.
- Becoming unusually quiet or withdrawn.
- Missing personal items, such as lunch money or books.
- Displaying changes in eating habits or sleep patterns.

6.2 We take all signs of bullying seriously and investigate any concerns raised by pupils, staff, or parents.

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## 7. Staff Principles

7.1. Staff must treat all reports of bullying seriously and take immediate action to address the issue.

7.2. Staff should respect pupils' privacy and handle sensitive information with care, sharing details only when necessary and with consent.

7.3. Teachers should actively monitor pupil interactions and be alert to possible bullying situations.

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## 8. Roles and Responsibilities

8.1. The **Governing Board** is responsible for:

- Evaluating and reviewing this policy.
- Ensuring that the school adopts an inclusive, tolerant approach to bullying.
- Analysing bullying data and ensuring the policy is effective.

8.2. The **Headteacher** is responsible for:

- Reviewing and amending the policy as needed.
- Keeping a record of bullying incidents.
- Organising training for staff.
- Communicating with parents and taking appropriate action.

8.3. **Teachers** must:

- Be vigilant and respond promptly to any sign of bullying.
- Provide follow-up support to pupils involved in bullying incidents.

8.4. **Parents/Carers** are responsible for:

- Reporting concerns regarding bullying to the school.
- Being involved in supporting their child and maintaining open communication with the school.

8.5. **Pupils** must:

- Report bullying to a trusted adult at school.
  - Not retaliate to bullying, and seek support when needed.
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## 9. Procedures

9.1. **Minor incidents** should be reported to the class teacher, who will investigate and inform the headteacher.

9.2. **Serious incidents** are handled with thorough investigation, ensuring that the victim, bully, and witnesses are interviewed separately.

9.3. For incidents involving **sexual, sexist, or transphobic bullying**, safeguarding protocols will be followed.

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## 10. Sanctions

10.1. If bullying is confirmed, the pupil responsible will be warned, and appropriate sanctions will be applied.

10.2. Parents/carers will be informed, and steps will be taken to prevent further incidents.

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## 11. Support

11.1. Both victims and perpetrators will receive support following an incident of bullying.

11.2. Pupils involved will be monitored, and follow-up support will be provided as necessary.

11.3. Staff will monitor the progress of both victims and perpetrators, with ongoing support and continued communication where needed.

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## **12. Bullying Outside of School**

12.1. The school will investigate bullying that occurs outside of school hours, especially when it affects the pupil's well-being within the school.

12.2. The headteacher has the authority to discipline pupils for bullying that occurs outside the school premises, as outlined in the **Education and Inspections Act 2006**.

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## **13. Policy Review**

13.1. This policy is reviewed regularly to ensure it remains effective and up to date. The next review date is set for **January 2027**.

# Bullying Report Form

This form will be sent to the **headteacher** upon completion:

## Personal details

Name of person reporting incident:	
Name of pupil(s) being bullied:	
Sex:	
Year group:	
Form:	
<b>How may we contact you (please circle)?</b>	
At school	At home
Home address:	
Email:	
Telephone:	

## Incident details

**What happened?**

**Where did the incident take place?**

**When did the incident occur?**

**Who has been suspected of bullying?**

**Did anyone else see the incident?**

**According to the victim, how often does the bullying take place?**

**According to the victim, how long has the bullying been going on?**

## Impact of the bullying

**What emotional impact has the bullying had on the pupil?**

**Was anyone physically hurt?**

**Did anyone need medical attention?**

**Has anyone else been informed of the bullying?**

**If so, when were they informed?**

**If not, why has the incident not been reported?**

## Help and support

**What type of help and support are available to the victim?**

**Do you have any concerns about reporting the bullying?**

**What more do you think could be done to help prevent instances like this in future?**

Section 89 (5) of the Education and Inspections Act 2006:

The measures which the head teacher **[F6**of a relevant school in England **]** determines under subsection (1) may, to such extent as is reasonable, include measures to be taken with a view to regulating the conduct of pupils at a time when they are not on the premises of the school and are not under the lawful control or charge of a member of the staff of the school.