Elton Primary School & Nursery

Anti-Bullying Policy

In our school, the wellbeing and education of all our children comes first

Full Governors	Summer 2026
Review	Summer 2028

Expectations of Behaviour

All members of Elton Primary School and Nursery are expected to behave with consideration and care for one another. At Elton, we foster kind and respectful relationships with others as reflected in our class and whole school rules, and in our Relationships and Health Education in the curriculum.

Accordingly, the school will:

- Use a range of strategies to prevent all forms of bullying, including cyberbullying, prejudice-based bullying and discriminatory bullying, whilst promoting inclusion, equality, respect and celebrating diversity through the curriculum, assemblies and wider school life.
- Use various innovative, age appropriate and high-quality resources to challenge discriminatory behaviour including that related to race, gender, sexuality, religion and faith.
- Encourage pupils to understand how hurtful bullying (in all its forms) can be and will work closely with anyone who bullies or is bullied to prevent the behaviour from recurring.
- Provide guidelines for pupils, staff, parents and governors about pupil behaviour and how bullying should be dealt with.

These guidelines are given below:

Definition of Bullying:

Bullying is behaviour by an individual or group that causes physical or emotional harm to another person. It is usually repeated over time and may involve an imbalance of power.
Bullying can be physical, verbal, emotional or online. When identifying bullying, the school will consider the nature, frequency and impact of the behaviour, the relationship between those involved and whether there is evidence of deliberate harm.
Whilst bullying often involves intentional behaviour, children may not always recognise or understand the impact of their actions. A lack of awareness or understanding will not prevent the school from investigating concerns, supporting those affected and taking appropriate action to prevent further harm.
Not all incidents of unkindness, conflict or accidental harm constitute bullying. However, all harmful behaviour will be taken seriously and addressed appropriately.

Not all incidents of unkindness, disagreement or accidental harm constitute bullying. However, all incidents will be taken seriously and addressed appropriately. A single serious incident may require immediate intervention, even where it does not meet the definition of bullying.

- Physical bullying:

Involves hitting or punching someone or using a weapon. This sort of violent behaviour is against the law, as well as being against the school rules. Physical violence towards other pupils is absolutely forbidden and will normally result in children being removed from the playground during break times for a set period of time, parents being contacted and potentially internal exclusions. For more serious or regular cases then a suspension from school may be imposed (see the Behaviour for Learning Policy).

- Verbal bullying:

Involves name calling, taunting, spreading rumours or teasing someone and can be just as harmful as physical abuse. We actively promote inclusion in our school and a climate of tolerance and celebration of difference. Verbal bullying is often linked to gender, sexuality, race, religious belief and/or culture. Name calling can sometimes escalate into racial and sexual harassment and this is not tolerated in our school. Verbal bullying is something which the school takes very seriously. We expect all pupils to take great care in their treatment of others and have an overt and proactive programme of inclusive activities to educate children about the importance of this.

- Cyber bullying

Cyberbullying is bullying that takes place over digital devices like cell phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behaviour.

The most common places where cyberbullying occurs are:

- Social Media, such as Facebook, Instagram, Snapchat, and Tik Tok
- Text messaging and messaging apps on mobile or tablet devices
- Instant messaging, direct messaging, and online chatting over the internet
- Online forums, chat rooms, and message boards, such as Reddit
- Email
- Online gaming communities

As internet use is monitored more in school and a stronger filtering system is in pace, most cases of cyber bullying will occur outside of school hours. If school is made aware of cyber bullying, we will address the issue whether the bullying has taken place during school hours or outside of school hours. School will speak to all children involved and will contact parents too. Parents may be asked to search their children's devices as part of the process. Following any identified issue, the headteacher will usually write to all relevant classes to remind parents of the need to monitor children's online behaviour.
As part on an investigation in to the incident, staff may ask for screenshots of messages to be shared but will never ask for any images of children to be shared.

- Other forms of bullying:

Include ignoring and isolation, rude gestures, intimidation and extortion, for example taking someone's snack or drink, taking money, damaging someone's property, forcing someone to steal or using intimidation to scare others.

- Bullying which occurs outside school premises:

School staff members have the power to discipline pupils for misbehaving outside the school premises. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police or the local PCSO of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Guidance about Bullying

For Pupils

When someone is being bullied or in distress, watching and doing nothing does not help and may even suggest support for the bullying. You should take action which may include:

- **Telling an adult immediately**
- Always trying to play with other children – excluding them or not allowing them to play in your group can be hurtful.
- Not "hitting back" or joining in the same behaviour. This will only make matters worse and may result in *you* being accused of bullying.
- Not repeating unpleasant thing and threats you may hear from someone else.

For Parents

- Watch for any signs of distress in your child; for example, an unwillingness to attend school or a pattern of illness. Other signs might be missing equipment, requests for extra money, bruises, or damaged property.
- Also watch out for your child bringing home 'gifts', items you have not provided money for etc.
- Take an active interest in your child's social life and discuss friendships, the journey to and from school and any problems they may have.
- Take an interest in your child's use of social media and mobile telephone.
- With the school, decide methods of dealing with a problem which will provide your child with support.
- Make your child aware of the support they are receiving.
- Do not encourage your child to hit back. It will only make matters worse. Try to encourage your child to walk away and report the incident to an adult.
- Inform the school at once if you think your child is behaving in a strange way and ask for a meeting with an appropriate member of staff.

For Teachers / support staff

- Watch for signs of distress in pupils: deterioration of work, isolation, patterns of illness, erratic attendance, or the desire to remain with adults (although these could also be signs that are symptomatic of other problems).
- Listen carefully to what pupils tell you and record all the incidents on c-poms alerting appropriate staff.
- Offer immediate support to victims and put the school's procedures into operation. (see below)
- Confidentiality must always include the pastoral team and never impinge on safeguarding.
- Continue to watch for signs of further bullying.
- If appropriate, increase RHE work in the curriculum to assist children in dealing with the problems.
- If appropriate discuss ELSA support.

<u>School Procedures on Bullying</u>

As a school, we respond promptly and effectively to any bullying that occurs.

1. Staff arrive as promptly as possible for any break or lunchtime duties. Clear evidence of staff on duty is itself a deterrent to bullying.
2. Racist/Sexist/Homophobic/Cyber issues should be passed on to the pastoral staff as quickly as possible to build a picture and to ensure relevant documents are completed in the office on SIMS and on CPOMS.
3. If in doubt – share with a member of the SLT.
4. The following procedures will be used by the pastoral team where appropriate:
    - Speak to both parties about unacceptable behaviour.
    - If the matter is a second incident, inform the SLT and keep a record.
    - The Behaviour for Learning Policy is to be used in conjunction with this policy for sanctions to children who persist in 'bullying' behaviours.
    - If necessary, the parents of both pupils will be invited to see/speak with the SLT/Headteacher.
    - The Headteacher will explore issues through assembly; class teachers will explore them through P4C lessons and circle time.
    - Where bullying raises safeguarding concerns, staff will follow the Safeguarding and Child Protection Policy and KCSIE guidance.

Pupils should be used as a positive resource in countering bullying. The problem may be discussed within a class group at circle time or during RHE or with other groups of children. Pupils should be recruited if possible, to help newcomers to be accepted. Sexual, homophobic, and racial harassment needs to be dealt with in the same way, although this must be recorded and reported upon. This will often be done through P4C using

thought provoking materials, during anti-bullying week (inclusion week) as a whole school approach, and/or through assembly time.

Pastoral Team –

Headteacher –Mr K Manning
Deputy /Key stage one – Mrs. L. Roberts
Key stage two – Mrs S Higginson
SENDCo/ Behaviour Lead – Mrs S Higginson
ELSA/ Learning Mentor- Mrs T.Deakin