



Norley CE Primary School



Anti-Bullying Policy

We are a church school where education is nourished through the teachings of Jesus Christ, enabling each child to fulfil their potential and which reflects our commitment to academic excellence.

We want our children to celebrate and appreciate diversity, fostering qualities that encourage every child to have aspiration for a society in which every individual is cherished.

With our Christian belief at its heart, we work in partnership with each other, families, the church, the local and wider community to create a stimulating and caring environment, where everyone is welcomed, nurtured and empowered.

Christian values directly inspire and influence the children to recognise their self-worth and flourish, enabling them to make the right choices that will continue to shape their lives.

You are the light of the world. A city built on a hill cannot be hidden. No one after lighting a lamp puts it under the bushel basket, but on the lamp stand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father in heaven.

(Matt. 5:14-16)



Anti-Bullying Policy

As a Church of England Primary School, we are a caring community that seeks to express the Christian faith in every aspect of school life. This commitment extends to all staff and children within the School.

Introduction

This policy is to be read in conjunction with the Chester Diocesan Academies Trust (CDAT) and school's Behaviour and Relationships in School Policy.

The definition of bullying is when an individual or a group of people with more power, repeatedly and intentionally cause hurt or harm to another person or group of people who feel helpless to respond. Bullying can continue over time, is often hidden from adults, and will probably continue if no action is taken.

While the bullying definition is broad and can occur in a variety of environments it usually is a relationship problem and requires relationship-based solutions. These are best solved in the social environment in which they occur: in a child or young person's life, this is most often the school.

What bullying is not:

- single episodes of social rejection or dislike
- single episode acts of nastiness or spite
- random acts of aggression or intimidation
- mutual arguments, disagreements or fights.

These actions can cause great distress. However, they do not fit the definition of bullying, and they're not examples of bullying unless someone is deliberately and repeatedly doing them.

It encompasses a wide range of forms both physical, emotional and cyber bullying, and may include reference to gender, sexual orientation, race and physical disability.

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent response at school to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school. Everyone is involved in the detection of bullying, children, parents, teachers, teaching assistants, office and midday staff.

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our schools, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

Signs

The following are just some of the signs to be aware of:-

- Not wanting to come to school
- Not wanting to go out and play

- Change in behaviour/mood swings
- Attention seeking – disruptive or withdrawn
- Standard of work falling
- Avoiding contact with people – voluntary isolation
- Physical signs e.g. tears, bruising, changing story
- Perception of racism (MacPherson Report)

The role of the headteacher

It is the responsibility of the headteacher to implement anti-bullying strategies in school and to ensure that all staff (both teaching and non-teaching) are aware of the policy and know how to deal with incidents of bullying.

The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in our school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong.

The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying and may consult Chester Diocesan Academies Trust (CDAT) personnel for advice.

The headteacher sets the climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. Teachers will also educate children about what constitutes bullying.

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. If teachers become aware of any bullying taking place between members of a class, the issue is dealt with immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. There maybe a reason that the child has become a bully and teachers will try to find out what the reason is for the child bullying.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is repeatedly involved in being bullied or is bullying over a period of time, then, after consultation with the headteacher and the SEND co-ordinator, the headteacher informs the parents. Parents of both parties are invited into the school for discussion. An agreement is reached as to appropriate action that is reviewed after an agreed period of time.

Incidents are recorded electronically on CPOMS where we record all incidents of bullying that occur over a sustained period. If any other member of staff witnesses an act of bullying, they are discussed with the class teacher and headteacher and recorded.

In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external agencies for support.



What parents should do

- Watch for any changes in your children that seemingly have no reason.
- Talk with your child to see if anything is troubling them.
- Record information gained and act on it – tell the school immediately.
- Above all, encourage your child to recruit friends rather than to retaliate.

What pupils should do

- Be aware of what bullying is and know that it should not be tolerated.
- Be responsible. If someone is making you unhappy try to deal with it but if they persist take action, tell someone.
- If you know someone else is being bullied – tell someone.
- Never resort to violence yourself but rather portray the message of Christ through your actions.

Monitoring and review

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.

Anti-Bullying Policy	
Review Frequency:	3 years or sooner if considered necessary
Reviewed and approved by:	Local Governance Committee
Date reviewed/approved:	1 st October 2025
Date of next review:	1 st October 2028