

Varna Community Primary School



Anti-Bullying Policy

Approved by:	Governing Body	Date: February 2026
Next review due by:	February 2027	
Last reviewed on: January 2025		

OVERVIEW

In this school bullying and any other forms of intimidation will not be tolerated. All will treat others with kindness and respect and all will care well for each other. All will come to school without fear and will be safe in school. Everyone will be vigilant and will intervene promptly to intervene if there are any signs or reports of bullying.

What is bullying?

Bullying is when a person is hurtful or unkind to someone else on purpose and usually more than once. Bullying can be done by one person or by a group of people. A useful way to remember this is:

Several Times On Purpose

Bullying is different from falling out, disagreements or one-off incidents. These will be dealt with through the school's behaviour and restorative approaches but are not defined as bullying unless the behaviour is repeated and intentional.

Bullying behaviour includes:

Emotional: Hurting people's feelings, leaving you out, making you feel bad.

Physical: Punching, kicking, spitting, pushing, theft.

Verbal: Being teased, name calling, being rude.

Racist: Calling you racist names, graffiti.

Cyber: Saying unkind things by text, email, social media.

The school may take action in relation to bullying that occurs outside of school, including online, where it has an impact on a child's safety, wellbeing or ability to learn in school.

Bullying can be about...

- Race or ethnicity
- Religion or belief
- Family or culture
- Sexist or gender based bullying
- Homophobic, biphobic and transphobic (HBT) bullying
- Special needs or disability bullying
- Where someone lives or who they live with

OBJECTIVES

1. To ensure that all feel safe and free from bullying and intimidation.
2. To build an ethos where learners feel safe, free from threat and intimidation.
3. To promote good relationships where all are treated well and where learners care for each other.
4. To act promptly and effectively at the first sign of bullying.
5. To encourage learners and parents to report any attempted bullying.
6. To protect and reassure any victims of bullying.
7. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
8. To make this a happy school that is free from bullying.

If children are bullied:

DO:

- Ask them to stop if you can.

DON'T:

- Do what they say.

- Use eye contact and ask them to go away if you can.
- Ignore them.
- Walk away.
- TELL SOMEONE!
- Get angry.
- Hit them.
- Think that it is your fault.
- Hide it.
- Do not retaliate.

What should children do if they see someone else being bullied?

In our school we all take responsibility in keeping each other safe.

- It is never OK to see someone bullied and not do anything
- Make sure the person is OK
- TELL SOMEONE you trust in school or at home

The Head Teacher, Governors, Staff and School Council will work together to:

- Make our school a place where everyone can feel happy. That means no bullying allowed.
- We will help everyone to get on with each other and we believe that everyone has the right to feel safe and be themselves.

STRATEGIES FOR DEALING WITH BULLYING

1. We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
3. Learners will be encouraged to report bullying and when they do so they will be listened to and taken seriously.

The school recognises that bullying behaviour may sometimes be linked to unmet needs, SEND, trauma or emotional difficulties. Where appropriate, additional support and reasonable adjustments will be put in place alongside sanctions.

The following is a list of actions available to staff depending on the perceived seriousness of the situation. If bullying is suspected/reported:

- The head teacher will be informed.
- A member of staff will be nominated to carry out an initial investigation.
- The member of staff will talk to and listen to the suspected victim, and any witnesses, making sure that the children feel safe to talk.
- The member of staff will talk to the bully about what has happened, to discover why they became involved. They will make it clear that bullying is not tolerated at Varna Community Primary School.
- The problem will be identified and possible solutions agreed.
- Sanctions from the behaviour policy will be applied.
- Parents will be informed on all matters identified as bullying.
- If the situation is not resolved, then a behaviour plan may be written.
- All incidents of bullying will be recorded as such on CPOMs. Action to be taken to support the victim:
 - Environmental changes will be made if necessary – classroom, playground to ensure that child feels more secure.
 - Staff must communicate with other staff and record, where relevant, any incidents or concerns in CPOMs.

- The situation will continue to be monitored to ensure no repetition.
- Key friends identified by the child will be asked for extra support.
- Children will be observed at break times, lunchtimes and in the classroom. Any follow-up findings will be recorded on CPOMS.
- The child will nominate an adult in school whom they trust and feel they can talk to.
- The child will be made aware of the importance of immediate reporting of any further incidents.
- Parents will be invited into school so that action taken can be shared.
- The inclusion team and the class teacher will work together to assess whether the child needs support in the development of social skills – assertiveness, language skills.

This list is not exhaustive.

Action to be taken to support the bully:

Type and method of support will depend on individual needs, age and maturity of the child.

- It may be suggested that the children involved meet with the support of their class teachers and a peer support group may be put in place. A Restorative Practice based conversation will take place.
- It will be made clear to the child that their behaviour is unacceptable because of the effect that it is having on the other child.
- The child may be asked what they hoped to gain by their behaviour – if their answer indicates that a need is not being met, this will then be addressed through discussion with parents.
- The child will be reminded that they are responsible for their behaviour and there are consequences for poor behaviour.

Sanctions will be applied in line with the school's Behaviour Policy and will be proportionate, appropriate to the age and needs of the child, and focused on education and behaviour change.

This list is not exhaustive.

Role of Parents:

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, please inform school. Your complaint will be taken seriously and appropriate action will follow.
- If you feel your child has been bullied by another child, please do not approach that child or the child's parent on the playground, please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.

OUTCOMES

The Head Teacher, Governors, Staff and School Council will work together to:

- Make our school a place where everyone can feel happy. That means no bullying allowed.
- We will help everyone to get on with each other and we believe that everyone has the right to feel safe and be themselves.

Monitoring and Review

The effectiveness of this policy will be monitored through behaviour logs, CPOMS records, pupil voice and parent feedback, and reviewed annually.

Links to other policies

- Behaviour Policy
- Safeguarding / Child Protection
- Online Safety Policy
- SEND Policy

Varna Community Primary Child Friendly Anti-Bullying Policy

Written with the School Council



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STOP BULLYING

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- Sexist or gender based bullying
- How you identify or who you like
- Special needs or disability bullying
- Where someone lives or who they live with

Why does Bullying happen?

Although bullying doesn't happen very much at this school, it might happen. Pupils who bully can be older, younger, bigger or smaller than you. People who bully pick on people who may be different in some way and try to make them feel worse about themselves. If you are being bullied remember, it is never your fault.



Who can I tell?

- A friend
- A family member
- School councillor or Buddy
- Head Teacher
- Any teacher at school or any adult in school including Lunch time staff
- Someone you trust If you have already told an adult, you can tell them again.

MOST IMPORTANTLY

If you feel you are being bullied:

Start Telling Other People

If you are bullied:

DO

- Ask them to stop if you can.
- Use eye contact and ask them to go away if you can.
- Ignore them.
- Walk away.
- TELL SOMEONE!

DON'T

- Do what they say.
- Get angry.
- Hit them.
- Think that it is your fault.
- Hide it.
- Retaliate.

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