ANTI-BULLYING POLICY

Reviewed March 2026

Approved by Governors March 26

Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each another with respect and kindness.

This policy should be read in conjunction with our behaviour and relationships policy, online safety policy, mental health and wellbeing policy and safeguarding policy. Please also see our school anti-bullying charter.

Aims and purpose of the policy
Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

Definition of bullying
Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The STOP acronym can be applied to define bullying – **S**everal **T**imes **O**n **P**urpose.

The nature of bullying can be:
• Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
• Attacking property – such as damaging, stealing or hiding someone's possessions
• Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
• Psychological – such as deliberately excluding or ignoring people
• Cyber – such as using text, email or other social media to write or say hurtful things about Someone

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Any other reasons that deems a child vulnerable

No form of bullying will be tolerated and all incidents will be taken seriously.

Reporting bullying

Children are given strategies to use and taught how to report bullying through our anti bullying charter (appendix 1). If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult.

They are also encouraged to report any bullying incidents in school:

- Report to a teacher
- Tell a friend who in turn can help them tell a teacher
- Tell any other adult staff in school – such as lunchtime supervisors, Teaching Assistants
- Tell an adult at home

Reporting – roles and responsibilities

Staff: All school staff, both teaching and non-teaching have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher.

Senior staff: The Senior Leadership Team have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

Parents and carers: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office.

Pupils: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

Responding to bullying

When bullying has been reported, the following actions will be taken:

• Staff will record the bullying incident on CPOMs, including details of investigation and follow up actions.

• Designated school staff will monitor incident reporting recorded on CPOMS analysing and evaluating the results.

• The Head teacher will produce termly reports summarising the information, which will be reported to the local governing board.

• Staff will offer support and mediation to pupils and where necessary parents. Individual meetings will be held where appropriate with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault. Action plans will make use of school initiatives such as buddy systems and playground monitoring.

• Staff will pro-actively respond to the bully who may require support. They will discuss with the target's class teacher to devise a plan of action.

• Staff will inform parents or carers and where necessary involve them in any plans of action.

• Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school.

(**See Appendix 3 – Flow chart to deal with bullying)**

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being

beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Derogatory language
Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

Prejudice-based incidents
A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions. (**See appendix 4 for School Script to Respond to Prejudice based Incidents) Incidents are recorded using the same form (appendix 2) and are then uploaded onto CPOMs.**

School initiatives to prevent and tackle bullying
We use a range of measures to prevent and tackle bullying including:
• A child-friendly anti-bullying charter displayed in all classrooms ensures all pupils understand and uphold the anti-bullying policy.
• Our PSHRE and Values curriculum includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
• School assemblies help raise pupils' awareness of bullying and derogatory language.
• Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week.
• The school values of respect, kindness and friendship are embedded across the curriculum to ensure that it is as inclusive as possible.
• Stereotypes are challenged by staff and pupils across the school.

Monitoring and reviewing
The head teacher is responsible for reporting to the local governing board (and the trust where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils.

The policy is reviewed every 12 months.

Appendix 1





Bullying is…….

Someone repeatedly and intentionally hurting others.

This could include….

- Pushing, hitting, kicking
- Being teased
- Being called names
- Being ignored or being left out
- Having things taken off you or being forced to give your things to someone
- Receiving unkind messages online

To stop people bullying you;

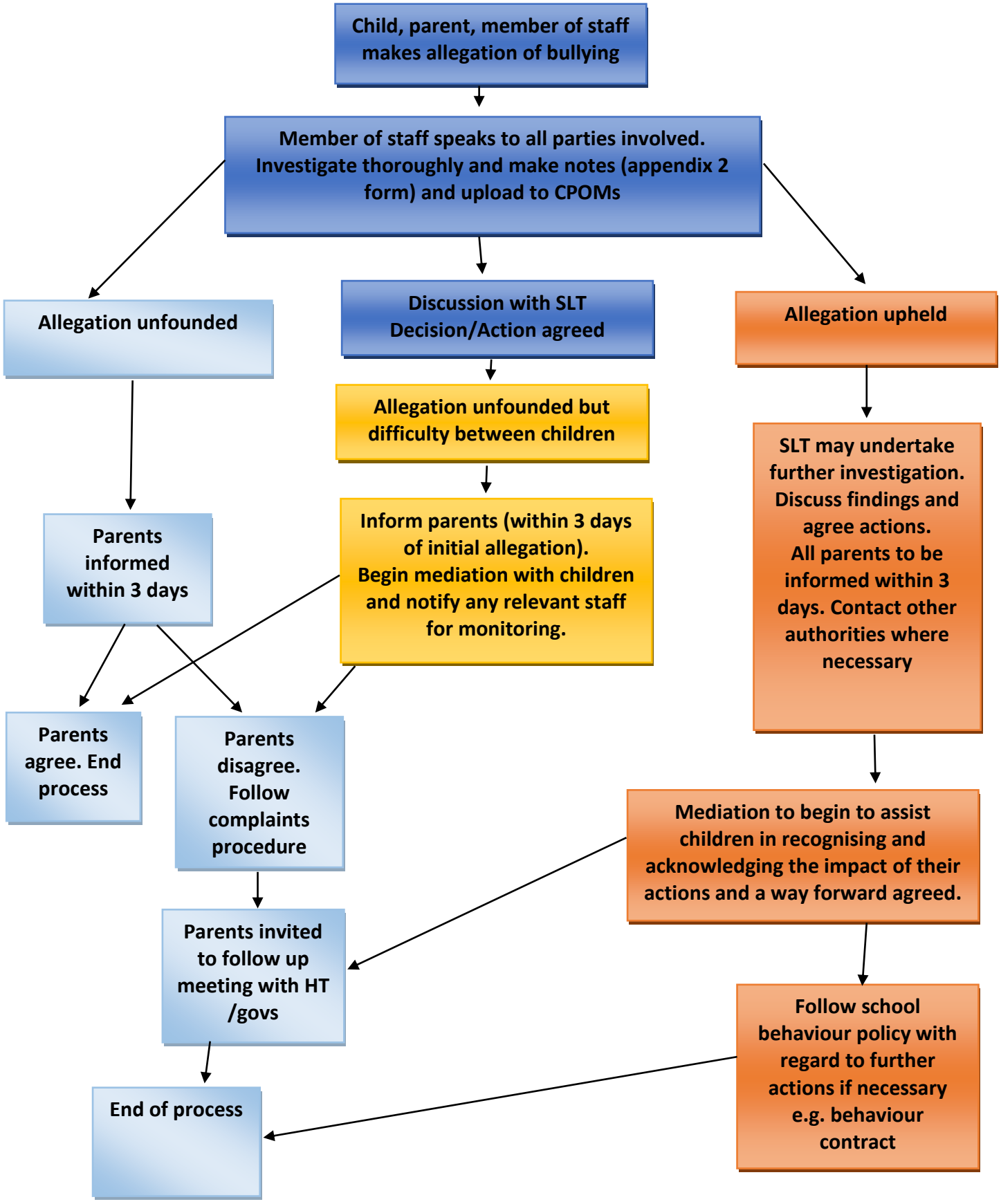
- Tell them to stop
- Tell a grown up at school
- Tell your Mum and Dad or carer
- Tell a friend

To help someone who is being bullied;

- Don't ignore it
- Refuse to join in
- Tell a grown up or help them to tell a grown up
- Be a good friend and look after each other

Appendix 3

Steps for Dealing with Allegations of Bullying



Appendix 4

School Script to Respond to Prejudice based Incidents

Establish Understanding	What did you mean by saying …? Do you know what that word means? Do you understand why it is wrong/ hurtful to use that word?
Explain meaning	XXX is a word we use to describe….. We don't use XXX as an insult because it makes people think that being …… is bad
Use empathy	How do you think you would feel if someone called you names like that? That language is hurtful to me and to others. It's really disappointing to hear you using language that makes other people feel bad.
Challenge directly	You know that language is absolutely unacceptable. If you mean… say ….
Link to ethos/policy	In school we don't use language like that. We are kind, respectful and caring to everyone.
Role play/ direct action	Use school resources to develop further understanding.