



Anti-Bullying Policy

Last Reviewed	September 2025
To be reviewed:	Annually
Next review:	September 2026

Introduction

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* academy. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

1. What Is Bullying?

Bullying is an act with the intention of physically or emotionally hurting another person. Bullying results in pain and distress to the victim. Bullying is not one isolated incident; it is where a child is targeted repeatedly.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of internet (such as email & internet chat room misuse)
- Mobile: threats by text messaging & calls Misuse of associated technology, i.e. camera & video facilities
- Related to the protected characteristics- Bullying related to Race, religion, culture, SEN, disabilities, appearance or health conditions, neurodiversity, sexual orientation or bullying of young carers or looked after children.

2. Aims and objectives

- 2.1** 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. Pupils who are bullying need to learn different ways of behaving.
- 2.2** We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.3** This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4** All governors, teaching and non-teaching staff, pupils and parents must have an understanding of what bullying is.

All governors and teaching and non-teaching staff must know what the school's policy is on bullying and follow it when bullying is reported.

All pupils and parents must know what the school's policy is on bullying, and what they should do if bullying arises.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

2.5 Signs and Symptoms

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- regularly feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

3. The role of governors

- 3.1 The governing body supports the head teacher 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 school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- 3.2 The governing body monitors the effectiveness of the school's policy regularly. The governors require the school to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of the school's anti-bullying strategies.
- 3.3 The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the head teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

4. The role of the head teacher

- 4.1 It is the responsibility of the head teacher to implement the school's anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school's policy and know how to deal with incidents of bullying.
- 4.2 The head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The head teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the head teacher may decide to

use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

- 4.3 The head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 4.4 The head teacher sets the school 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.

5. The role of the teacher

- 5.1 Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.
- 5.2 If teachers witness an act of bullying, they do all they can to support the child who is being bullied.
- 5.3 All incidents of bullying are logged electronically and Year Group Leaders are involved.
- 5.4 If teachers become aware of any bullying taking place between members of a class, this is dealt with immediately. This may involve counselling and support for the victim of the bullying, and sanctions 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 help the child to change their behaviour in future. Following an act of bullying, a restorative conversation is had between the perpetrator and the victim. This is supported by the class teacher or year group leader. If a child is repeatedly involved in bullying other children, we inform the year group leader, assistant headteacher, deputy head teacher and the head teacher. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies.
- 5.5 Teachers receive training and support, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- 5.6 Teachers will always look 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.
- 5.7 Teachers are supported by their year group leaders to deal with instances of bullying. If needed, this can be escalated to the assistant headteacher, deputy headteacher and finally the headteacher.

6. The role of parents

- 6.1 Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If parents feel that their concern has not been dealt with, they should make an appointment in the first instance to see the year group leader the assistant head teacher, deputy head teacher and finally to see the head teacher. Should the concern remain, a parent should contact the chair of governors.
- 6.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

7.1 Outcomes

- 1) The bully/bullies will be asked to genuinely apologise during restorative conversation. Other consequences may take place.
- 2) In serious cases, internal exclusions, fixed term suspension or even permanent exclusion will be considered.
- 3) After the incident/s have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

7.2 Prevention

We will use a range of methods for helping children to prevent bullying. These include:

- Our PSHE curriculum which covers the themes: healthy relationships, health and wellbeing and citizenship and protected characteristics
- Weekly inclusion assemblies led by the diversity team
- Weekly celebration assemblies each focusing on one of our 8 Life Values: honesty, friendship, forgiveness, kindness, equality, respect, responsibility and determination
- Pupil Voice
- Year group reading spine which underline our Life Values
- Wellbeing ambassadors and school councillors in each class
- Class family time to develop positive relationships and celebrate our differences.
- Regular themed weeks or days focusing on different issues such as Refugee Week, Anti-Bullying Week, Neurodiversity Week, Mental Health Week, Sport Relief and Children in Need.

8. Monitoring and review

- 6.3 This policy is monitored by the head teacher, who reports to governors about the effectiveness of the policy on request.
- 6.4 This anti-bullying policy is the governors' responsibility and they review its effectiveness regularly.

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