



Anti-Bullying Policy

Approved by: Governing body

Date: 01.11.2025

Last reviewed on: November 2025

Next review due by: November 2028

Anti Bullying Policy

The aim of our anti-bullying policy is to ensure that our pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available in schools.

We define bullying as hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- ~ Physical (hitting, kicking, theft)
- ~ Verbal (name calling, racist and homophobic/LGBT+ remarks)
- ~ Indirect (spreading rumours, excluding someone from social groups)

Pupils who are being bullied may show changes in behaviour such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Any child can be bullied and although none of the following characteristics can excuse it, certain factors can make bullying more likely:

- ~ Lacking close friends in school
- ~ Being shy
- ~ An over-protective family environment
- ~ Being from a different racial or ethnic group to the majority
- ~ Being different in some obvious respect, e.g. such as stammering
- ~ Having Special Education Needs or a disability
- ~ Behaving inappropriately, intruding or being a 'nuisance'
- ~ Possessing expensive accessories such as a mobile phone or computer game

School's teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the school policy,

Statutory Duty of Schools

Headteachers are under a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

If bullying occurs we will:

- ~ Stop it and interfere

- ~ If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- ~ A clear account of the incident will be recorded and given to the Headteacher.
- ~ The Headteacher will interview all concerned and will record the incident
- ~ Referral may be made to the Learning Mentor for child deemed 'victim'
- ~ Child deemed to be a 'bully' to work with Behaviour Support Officer
- ~ Class Teachers will be kept informed
- ~ Parents/carers will be kept informed
- ~ Punitive measures will be used as appropriate and in consultation with all parties concerned
- ~ Where possible discuss the case with the group or class
- ~ Keep bullying high profile by regularly reminding staff

Pupils who have been bullied will be supported by:

- ~ Offering an immediate opportunity to discuss the experience with the Learning Mentor or member of staff of their choice
- ~ Reassuring the pupil
- ~ Offering continuous support
- ~ Restoring self-esteem and confidence

Pupils who have been bullied will be helped by:

- ~ Discussing what happened
- ~ Discovering why the pupil became involved
- ~ Establishing the wrong doing and need to change
- ~ Informing parents or guardians to help change the attitude of the pupil

Our strategies are:

- ~ To maintain a caring ethos
- ~ To have all adults act as good role models
- ~ To make children aware of the policy and its contents stating that it is the bad behaviour that is not liked (not the child)
- ~ To address the policy during regular assemblies and class discussions
- ~ To inform parents of what the school does and what to do should an incident occur

- ~ To make time to talk to all the children involved and take written statements, if necessary
- ~ To help children develop strategies to resolve the problem for themselves (Restorative Approach)

As a final resort the following disciplinary steps can be taken:

- ~ Official warnings to cease offending
- ~ Exclusion from certain areas of school premises
- ~ Fixed-term exclusion
- ~ Permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. We will also address bullying in November when celebrating anti-bullying week.

Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Related Policies:

Behaviour
Child Protection
Equality
Inclusion
Safeguarding
Health and Safety
Race Equality Policy