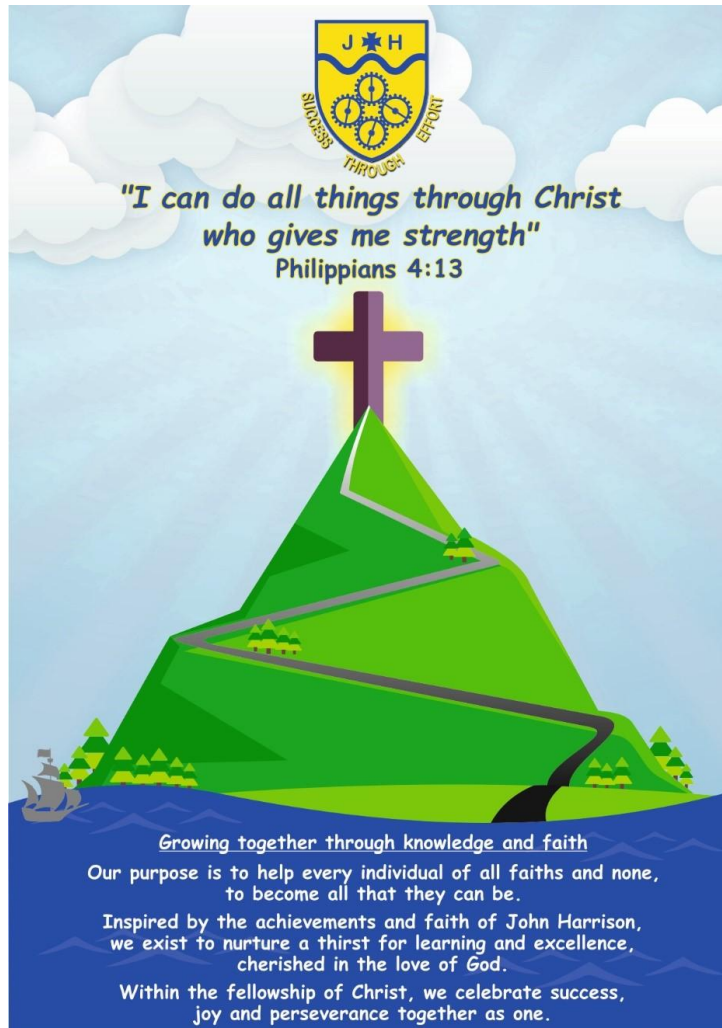


John Harrison C of E Primary School

Anti-Bullying Policy



Date reviewed: Autumn 2025

Date of next review: Autumn 2027

Amendments

KCSIE 2023 now 2025

1.4 Inclusion of 'Flourishing for All : Anti-bully Guidance for Church of England Schools 2024.

2.1 Inclusion of BOOM and meaning

2.3 WhatsApp

Hope Respect Perseverance Friendship Compassion Peace Forgiveness

John Harrison C of E Primary School

Anti-Bullying Policy

I. Principles and Values

- I.1 At John Harrison CE Primary School, we firmly believe that every child in our care has the right to feel safe, secure and happy in school or in off-site activities. We recognise the seriousness of all forms of bullying and the impact it can have on those involved. The ethos of our school fosters high expectations of outstanding behaviour. We recognise the value of talking about bullying and of equipping students with strategies for dealing with bullying should they encounter it.
- I.2 All members of the Governing Body, staff, pupils and parents should have a joint understanding of what bullying is and what the school's procedures are for responding to bullying. Information will be shared on the school website, through regular events and/or workshops for parents/carers.
- I.3 As a school we take bullying seriously. Pupils, staff and parents and anyone associated with the school should be assured that we do not tolerate bullying and that they will be supported when such behaviour is reported.
- I.4 This policy has been devised in-line with the statutory regulations set out in Keeping Children Safe in Education, 2025 and 'Flourishing for All : Anti-bully Guidance for Church of England Schools 2024.
- I.5 It links with other school policies practices and action plans including:-
- Safeguarding and Child Protection Policy
 - Behaviour Policy
 - Complaints Policy
 - Online Safety and Acceptable User Guide
 - Curriculum Policies such as PSHE
 - Relationship and Sex Education Policy
 - Staff Conduct
 - Whistleblowing
 - Equality and Diversity Policy
 - British Values Statement
- I.6 Bullying of staff by pupils, parents or colleagues, is unacceptable. Where this occurs the Governors and Headteacher will follow the appropriate policy. Anyone feeling aggrieved will be encouraged to follow the procedures outlined in the Complaints and Whistleblowing Policies.

2. Definition of bullying

- 2.1 Bullying is "Behaviour by an individual or a group, repeated over time, that intentionally hurts another individual or group either physically or emotionally." (DfE Preventing and Tackling

Bullying, 2017). At John Harrison CE Primary School, the following is used to support children to understand this definition.

Being mean
On purpose
Over and over
Make it stop

2.2 Bullying can be direct or indirect: -

Physical - kicking, hitting, taking belongings, sexual violence

Verbal - name calling, taunting, mocking, moderate/severe banter, making offensive comments, sexual harassment

Non-verbal – gestures, producing offensive graffiti

Psychological - deliberately excluding people from groups, threats.

2.3 This includes the same inappropriate harmful behaviours expressed via digital devices

(sometimes known as cyber bullying.) Examples could be the sending of inappropriate messages by phone, text, WhatsApp, through websites, social media sites and apps, and sending offensive or degrading imagery by mobile phones or via the internet.

2.4 Bullying behaviour is deliberately hurtful and ongoing. (It is not the same as random unprovoked aggressive acts.) It is unequal and difficult to counteract by the person being bullied as it involves a power imbalance.

The imbalance of power can manifest itself in several ways: -

- physical - size of people involved, number of people involved
- psychological – knowing what upsets someone and deliberately doing it
- socially – deliberately isolating someone

It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

2.5 Low level disruption, offensive language, banter and horseplay will be challenged. Where this occurs clear expectations of behaviour will be set to prevent negative behaviours escalating.

2.6 An act, or acts, of bullying can take place at any time in or outside school premises or hours. This policy will apply at any point whilst a child is a registered pupil at our school. All staff are trained to be vigilant about all forms of bullying and/or peer abuse.

3. Forms of bullying

3.1 Bullying can happen to anyone. This policy covers all types of bullying including: -

- Bullying relating to **Race and Culture** - derogatory assumptions or generalisations about colour of skin, accent or the way they talk, ethnic grouping, references to terrorism, dress etc.
- Bullying relating to **Religion** – derogatory assumptions or generalisations about religion, religious taunts and intolerance.

- Bullying relating to **Disability** - derogatory assumptions or generalisations about a young person's disability.
- Bullying relating to **Sexual Issues**– unwanted physical contact or sexually abusive comments including sexual harassment and sexual violence.
- Bullying relating to **Sexual orientation**- Homophobic / LGBTQ+ - ridicule, gestures, malicious warning others about a person, put downs, insults, etc.
- Bullying relating to **Perceived Differences** – the way someone looks, talks etc.
- Bullying relating to **Special Educational Needs** - learning difficulties or being gifted/talented
- Bullied because they are a **Child in care or Adopted**
- Bullied because they are a **Young Carer**
- Bullied because of **Other** reasons i.e. jealousy, friendships

3.2 We are a TELLING school. We encourage and support all members of our school community to report bullying. Students may not be aware that they are being bullied due to their age, level of special educational need or vulnerability. It is the responsibility of the school community to be vigilant and ensure that all our students feel and are safe.

4. Why is it important to respond to bullying?

- 4.1 Bullying hurts. No one deserves to suffer from bullying. Everybody has the right to be treated with respect. Students and staff who are bullying need to learn different ways of behaving. The school will take necessary steps to assist this change in behaviour including disciplinary action.
- 4.2 A proactive approach to identify and act upon potential signs of bullying will help in dealing with issues prior to them being formally raised. The signs and behaviours (below) could indicate other problems, but bullying should be considered a possibility and should be investigated.

Other signs may be present which are not mentioned here: -

- Frightened of walking to and from school
- Does not want to go to school by public/school transport
- Changes their school routine
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Cries themselves to sleep at night
- Has nightmares
- Feels ill in the morning
- School results begin to drop
- Has possessions which are damaged or go missing
- Comes home starving
- Frightened to say what is wrong
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber-message is received

5. Anti-Bullying Education in the Curriculum

5.1 At John Harrison CE Primary School, we use a variety of methods to support students in preventing and understanding the consequences of bullying: -

- PSHE and Citizenship lessons

- Relationships and Sex Education lessons
- Spiritual, Moral, Social and Cultural (SMSC) curriculum
- School vision and values
- Class worships
- Anti-bullying week
- Safer Internet Day
- E-safety lessons
- Friendship fallouts and restorative practice lessons
- Cross-cutting themes in other curriculum areas (English, Drama, History)
- Buddy, prefects
- Worry box/Ask It Basket

5.2 The SLT is responsible for initiating and developing (with other colleagues) an anti-bullying programme as part of the curriculum. Other appropriate staff are responsible for delivering the anti-bullying materials to members of the school community as part of a planned programme of study.

6. Pupil Voice

6.1 Students are involved in the prevention of bullying as and when appropriate. This could include:

-

- Writing class rules
- Writing a personal pledge or promise against bullying
- Creating role-plays about what to do through scenarios of bullying
- Having discussions about bullying and why it matters that children who use unacceptable behaviour towards others are dealt with quickly
- Ensuring that their peers know how to express worries and anxieties about bullying
- Publicising the details of helplines, websites and report buttons
- Supporting each other via the buddy scheme

6.2 Students are also consulted through in-school questionnaires.

7. Anti-bullying Procedures

7.1 Parents

7.1.1 If parents suspect their child is being bullied they should contact the school. Parents should be prepared to talk about the signs and symptoms that they have observed and any suspicions they have about those carrying out the bullying.

7.1.2 Parents must leave the initial investigation to the school. Any attempt to resolve the issue themselves is likely to make the matter worse.

7.1.3 Parents should encourage their child to talk to an appropriate member of staff in the first instance, or a student trained in anti-bullying such as a buddy.

7.2 Pupils

7.2.1 If a pupil thinks they are being bullied they must tell an adult that they trust (parent, member of staff) or use the anti-bullying system (Worry box / Ask It Basket or Buddy.) They must be able to explain what form the bullying is taking and how it affects them.

7.2.2 Pupils who witness bullying or an incident which they feel may be bullying must tell an adult, parent or other member of staff.

7.3 Staff

7.3.1 If bullying is reported to a member of staff they will record the details on CPOMS as presented to them and pass these on to SLT. Due to the Safeguarding and Child Protection policy no promise of confidentiality can be given.

7.3.2 Complete the 'Checklist for Managing a Bullying Incident' (See Appendix 1) and discuss meeting notes and agreed outcomes with Senior Leadership Team.

7.3.3 Where an incident involves sexual violence or sexual harassment, refer to Child Protection procedures in line with Keeping Children Safe in Education, 2025.

7.3.4 During the investigations care must be promoted for the student who perceives themselves as being bullied as well as the alleged pupil showing bullying behaviour.

7.3.5 Time out / reflection time may be used if deemed appropriate during the investigation.

7.3.6 Parents should be informed and will be asked to come in to a meeting to discuss the problem as part of the investigation.

7.3.7 Consequences may be applied where bullying is identified.

8. Persistent bullying

8.1 If a pupil continues to inform that they are being bullied they will be provided opportunities to discuss frequently or log book /diary to record this. For younger children or those with special educational needs and/or disabilities support will be given.

8.2 Staff and governors will decide next steps for pupils who persist in bullying behaviours in-line with other school policies and plans including the school's behaviour policy.

9. Pupils who have experienced bullying behaviour will be:

- Given an immediate opportunity to discuss the experience with an adult whom they feel safe with and whom they find easy to talk to.
- Offered reassurance to ensure that the student feels safe again.
- Referred to a Buddy if appropriate.
- Referred to the Family Liaison Officer or counsellor if appropriate.
- Offered continuous advice and support for their parents.
- Be informed about the outcome of the investigation into their concerns.
- Referred to Children's Services where appropriate (e.g. where there are safeguarding concerns.)

10. Pupils who have engaged in bullying behaviour will be:

- Given an opportunity to discuss what happened with an adult and explain why they became involved.

- Offered time to help them reflect on their behaviour and understand the harm that they have caused.
- Given time to learn the steps they need to take to repair the harm they have caused and ensure they can make a choice to avoid bullying behaviour in the future.
- Informed that their parents/carers will be involved to help change the attitude and behaviour of the student.
- Referred to other agencies (if necessary) including the Police and Children's Services to support a change in behaviour.
- Referred to the Family Liaison Officer or counsellor (if necessary)
- Invited to attend a mediation (restorative practice) meeting with the student who experienced the bullying to resolve issues and prevent a reoccurrence.

Changing the attitude and behaviour of pupils who engage in bullying behaviour will be part of the positive procedures used by the school. However, the school recognises that consequences will also have to be used with pupils who exhibit this form of behaviour. (See Behaviour Policy.)

11. Complaints

If a parent or carer is dissatisfied with the response made by the school following a reported incident of bullying, s/he may make a complaint in accordance with the school's Complaints Policy.

12. Equal Opportunities

In implementing this policy all members of staff must take into account the school's Equal Opportunities policy. Staff must ensure that no pupil is involved in any incident of bullying is disadvantaged on the grounds of gender, race, disability, sexual orientation, age, religion or belief.

13. Responsibilities

It is the responsibility of:

- The Head teacher to communicate the policy to the school community and to feedback the effectiveness of the policy in termly reports to governors.
- School governors to take a lead role in monitoring and reviewing this policy including liaising regularly with SLT.
- Governors, the Head teacher, SLT, teaching and support staff to be aware of this policy and implement it accordingly.
- Staff to support and uphold the policy.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

14. Monitoring, Evaluation and Review

The Governors will review this policy every 2 years and assess its implementation and effectiveness. This policy will be monitored and reviewed on: Autumn 2027

- The named governor for safeguarding will report on a regular basis to the governing body on incidents of bullying and outcomes.
- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.

Appendix I: Checklist for Managing a Bullying Incident

The following is a suggested checklist to support adults when managing a bullying incident. The second page lists points to consider when completing an interview with both parties.

Pupils named in incident:

Date:

Checklist	✓ and date when complete
Young person tells you that s/he is being bullied or the incident is observed.	
Report to the SLT.	
Record incident following Anti-bullying policy.	
Ensure that an appropriate adult meets with the target of the bullying. Follow interview guidance and record.	
Listen to other pupils who may have observed the incident. Follow interview guidance and record.	
Ensure that an appropriate adult meets with the young person alleged to be responsible. Follow interview guidance and record.	
If there is evidence or admission of bullying, issue appropriate consequences following Anti-bullying policy and behaviour policy. If using restorative approaches provide opportunities for young person to reflect and consider how they may make amends.	
Consider whether the impact of bullying is severe enough to warrant this being a safeguarding issue. If appropriate refer to designated safeguarding lead.	
If no bullying has taken place, or there is insufficient evidence, consider what further action is needed to reassure and meet the needs of those concerned.	
Inform the target of outcomes and actions taken. Keep them informed throughout. Provide on-going support.	
Inform the pupil responsible of outcomes and actions taken. Keep them informed throughout. Provide on-going support.	
Contact the parent/carers of the target of the bullying. Inform them of the incident and offer appropriate support. Keep them informed throughout.	
Contact the parent/carers of the young person responsible for the bullying. Inform them of the incident and offer appropriate support. Keep them informed throughout.	
Where a criminal offence has been committed, consider reporting the incident to the police or inform parents of the target that they may want to do so.	
Consider what additional input is required in terms of: proactive work to address prejudice or promote diversity, work with class/year group/school, workshops, individual work with students, group work with students involved, referral to outside agencies.	
Monitor the situation and review with all parties to ensure the bullying has stopped.	
Review how successful your approach has been. What additional preventative measures need to be in place?	

Appendix 2: Recommended Procedures in School for Reporting Bullying Pathways of Help.

Pupil is bullied

Step 1a

Referral by a parent to class teacher.

Step 1b

Self-referral by student using a "Worry box/Ask it Basket"

Step 1c

Pupil personally approaches: -

- Buddy
- School staff
- Other adult in school

Step 2

Pupil meets with class teacher and/ or SLT member

- Discussion of the facts
- Suggested ways forward
- Parents may be informed
- Short review time

Step 3

Designated adult leads a discussion/interview with all parties

- Suggested and agreed actions/strategies put in place
- Parents informed and invited in to discuss concerns
- Short review time

Step 4

Senior member of staff (with anti-bullying responsibility) directs a variety of help strategies to be delivered by 'trained' personnel e.g.

- Restorative Practice
- Mediation/counselling
- Anger management training & self help
- Peer Mentor/Buddy support

Step 5

Headteacher and Chair of Governors and inform/seek advice from LA Anti-Bullying Officer.

Appendix 3: Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying: Advice for Headteachers, staff and governing bodies” and “Supporting children and young people who are bullied: Advice for schools” November 2014
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health” <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Anti-bullying Ambassador Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Anti-bullying Alliance All Together School: <https://www.anti-bullyingalliance.org.uk/get-involved/become-all-together-school>
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Educate Against Hate: www.educateagainsthate.com

- Show Racism the Red Card: www.srtrc.org/educational
- **Sexual Violence and Harassment**
- Lucy Faithfull Foundation: <https://www.lucyfaithfull.org.uk/>
- Rape Crisis: <https://rapecrisis.org.uk/>
- The Blue Door: <https://www.thebluedoor.org/>
- Brook: <https://www.brook.org.uk/our-work/the-sexual-behaviours-traffic-light-tool>
- Stop it Now! <https://www.stopitnow.org.uk/>