



“Put your heart and soul into everything that you do.”
Purpose. Passion. Success.

Anti-Bullying Policy

Intention

It is our mission to build a happy and safe learning environment where, whoever you are, wherever you are from and whatever your starting point, we will nurture you, care for you and work with you so that you leave us knowing that you can change the world as we grow together in God's love.

The school promotes a culture where bullying is not tolerated and where all members of the community feel confident to speak out.

This policy should be read in conjunction with the following school policies:

- Child Protection and Safeguarding Policy
- Behaviour Policy
- Online Safety Policy
- Acceptable Use Policy
- Pupil Code of Conduct
- SEND and Inclusion Policy
- Equality Policy
- PSHE Policy

This policy also reflects the following statutory guidance and legislation:

- Keeping Children Safe in Education (KCSIE) – current edition
- Preventing and Tackling Bullying (DfE)
- Behaviour in Schools (DfE)
- Working Together to Safeguard Children
- Equality Act 2010
- Children Act 1989 and 2004
- SEND Code of Practice 2015
- Relationships Education, Relationships and Sex Education and Health Education guidance

Our Values and Rules

We encourage all members of our school community to live out our core values of **Passion, Purpose and Success** in everything they do.

Passion

- Approach learning and opportunities with enthusiasm, curiosity and positivity.
- Take pride in your work and celebrate both small achievements and bigger successes.
- Show kindness, compassion and respect towards others through your words and actions.
- Use kind hands and kind words at all times.

Purpose

- Understand that your choices and actions affect both yourself and others.
- Stand up for what is right and support others when they need help.
- Follow instructions from adults to help keep everyone safe.
- Take responsibility for your belongings, school property and the wider environment.
- Use Zones of Regulation to communicate feelings appropriately and seek support when needed.

Pattishall Primary is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.



“Put your heart and soul into everything that you do.”
Purpose. Passion. Success.

Success

- Show resilience by persevering when learning becomes challenging.
- Develop independence by taking responsibility for your learning and behaviour.
- Be willing to step outside your comfort zone and try new things.
- Learn from mistakes and continue striving to achieve your best.

Aims

The aims of this policy are:

- To ensure that everyone feels safe, valued and respected.
- To promote a culture of openness, honesty and trust.
- To empower all members of the school community with a Growth Mindset.
- To ensure all bullying concerns are dealt with sensitively, fairly and consistently.
- To recognise bullying as a safeguarding concern.
- To provide appropriate support for both the child being bullied and the child displaying bullying behaviour.
- To equip pupils with resilience, confidence and strategies to respond to bullying throughout their lives.
- To promote equality, inclusion and respect for diversity.

Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally. Bullying often involves an imbalance of power.

Bullying can happen face-to-face or online and may be motivated by prejudice against particular groups.

We recognise that children who display bullying behaviour may themselves require support to understand and change their behaviour. However, bullying behaviour is never acceptable and will always be addressed seriously.

We use the STOP message to help children understand bullying:

STOP

Several Times On Purpose

The STOP message also reminds children what to do if bullying happens:

START

Start Telling Other People

Types of Bullying

- **Verbal:** Name-calling, teasing, insults, threats, intimidation
- **Physical:** Pushing, hitting, kicking, spitting, damaging belongings, inappropriate gestures
- **Relational/Social:** Excluding others, spreading rumours, manipulating friendships
- **Cyberbullying:** Harmful messages, online harassment, exclusion, impersonation, malicious posts, sharing images without consent, sharing nude or semi-nude images, upskirting
- **Sexual:** Sexual comments, unwanted touching, harassment, harmful sexual behaviour, child-on-child abuse
- **Prejudice-based:** Racist, homophobic, biphobic, transphobic, sexist, disablist or faith-based bullying

Protected Characteristics

Bullying related to any protected characteristic is taken seriously.

Protected characteristics under the Equality Act 2010 include:

Pattishall Primary is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.



“Put your heart and soul into everything that you do.”
Purpose. Passion. Success.

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The school actively promotes equality, inclusion and respect for diversity.

Recognising Signs of Bullying

Staff, parents/carers and pupils should be alert to signs that may indicate bullying, including:

- Changes to usual behaviour or routine
- Reluctance to attend school
- Becoming withdrawn or anxious
- Unexplained injuries or damaged belongings
- Changes in academic performance
- Emotional distress linked to devices or messages

These signs may indicate other concerns, but bullying should always be considered and investigated appropriately.

Prevention

Through PSHE, Relationships Education and Collective Worship, pupils are taught:

- What bullying is and how to recognise it
- How to respond safely and seek help
- The importance of kindness, inclusion and empathy
- Respect for difference and diversity
- Safe and responsible online behaviour

The school promotes a culture of openness so that children feel confident to speak out.

Reporting Concerns

All members of the school community have a responsibility to report bullying concerns.

Pupils can report concerns by:

- Speaking to a trusted adult
- Speaking to their teacher or a senior leader
- Asking a parent/carer to contact school

Parents/carers should report concerns promptly to the school.

All staff must report safeguarding concerns immediately and must not delay reporting for any reason.

All reports will be taken seriously and investigated appropriately.

Responding to Bullying

When a concern is raised:

Pattishall Primary is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.



“Put your heart and soul into everything that you do.”
Purpose. Passion. Success.

- Senior leaders will begin an investigation promptly
- Children will be spoken to individually
- Witness accounts will be gathered
- Parents/carers will be informed as appropriate
- Appropriate actions and support will be implemented

The school will determine whether the incident involves:

- Conflict or unkindness
- Emerging patterns of bullying
- Bullying
- A safeguarding concern or child-on-child abuse

Responses will be proportionate, restorative and supportive while maintaining clear boundaries.

Safeguarding

Bullying is a safeguarding concern and may constitute child-on-child abuse.

Incidents involving the following will be referred immediately to the DSL:

- Sexual violence or harassment
- Sharing nude or semi-nude images
- Upskirting
- Hate incidents
- Serious physical assault
- Harmful sexual behaviour
- Discriminatory abuse

Online incidents may be referred to external agencies, including the police or safeguarding partners, where appropriate.

The school will respond in line with safeguarding procedures and KCSIE.

Recording and Monitoring

All bullying concerns will be recorded using CPOMS.

Records will include:

- Dates, times and pupils involved
- Nature of concern
- Actions taken
- Support provided
- Communication with parents
- Outcomes and follow-up

Safeguarding-related bullying concerns will be recorded in line with the school's safeguarding procedures.

Senior leaders and the DSL team will review records regularly to identify trends and vulnerable groups.

Information will be reported termly to governors.

Support for Pupils Being Bullied

Support may include:

- Restorative conversations

Pattishall Primary is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.



“Put your heart and soul into everything that you do.”
Purpose. Passion. Success.

- Pastoral check-ins
- ELSA support
- Emotional wellbeing support
- Safety planning
- External agency referral

Support for Pupils Displaying Bullying Behaviour

Support may include:

- Restorative work
- Behaviour targets
- Pastoral intervention
- Social skills support

Consequences will follow the Behaviour Policy.

Bullying Outside School

The school may act on bullying outside school where it:

- Impacts pupil wellbeing
- Occurs online
- Affects school life

Inclusion

This policy reflects the Equality Act 2010 and PSED.

The school recognises increased vulnerability for some groups and will provide appropriate support and reasonable adjustments.

Responsibilities

Pupils

- Follow values and rules
- Treat others with respect
- Report concerns

Parents/Carers

- Support the school
- Report concerns
- Work in partnership

Staff

- Promote inclusion and respect
- Challenge discrimination
- Be vigilant
- Record and respond to concerns

Staff must act in accordance with safeguarding procedures at all times and maintain a culture of vigilance.

Senior Leaders

- Lead investigations

Pattishall Primary is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.



“Put your heart and soul into everything that you do.”
Purpose. Passion. Success.

- Monitor trends
- Support staff
- Report to governors

Governing Body

- Ensure compliance
- Monitor effectiveness
- Hold leaders to account

Cross References

- Child Protection and Safeguarding Policy
- Behaviour Policy
- Equality Policy
- SEND Policy
- Online Safety Policy
- Acceptable Use Policy
- PSHE Policy
- Relationships and Health Education Policy

Monitoring and Review

This policy will be reviewed annually or sooner if required.

Pattishall Primary is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.