Burton Agnes C of E Primary School

Anti -Bullying policy

September 2025

Aims

The aim of the anti-bullying policy is to ensure that 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 at schools.

At Burton Agnes C of E Primary School we are an inclusive school and are proud of that. We wholeheartedly Value All God's Children as defined by the Church of England. We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a caring community.

What is Bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

At Burton Agnes, our definition of bullying is: "The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online."

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of

In our school community:

● Everybody has the right to be treated with respect.

● Everybody has the right to feel happy and safe.

● No-one deserves to be a target of bullying.

● Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying. These groups include: pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Types of bullying behaviour

Bullying can take many forms:

● Emotional - being unfriendly, excluding, tormenting, threatening behaviour

● Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language

● Physical - pushing, kicking, hitting, punching or any use of violence

● Extortion - demanding money/goods with threats

● Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.

● Racist - racial taunts, graffiti, gestures

● Sexual - unwanted physical contact, sexually abusive comments

● Homophobic or biphobic - bullying because of sexuality or perceived sexuality

● Transphobic – because of gender identity or perceived gender identity

How do we at Burton Agnes Primary School prevent and tackle bullying?

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened. Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE , through the implementation of elearning and e-safety policies, IT sessions, class discussion and circle time, collective worship and subject areas, as appropriate, in an attempt to eradicate such behaviour.

We use a range of measures to prevent and tackle bullying including:

- Our school vision and values is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.

- The Happy Centred Schools programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect differences.

- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.

- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.

- Circle Time/ friends groups time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.

- Stereotypes are challenged by staff and pupils across the school.

- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

- Should there be a form of bullying arise in the school the curriculum would be adapted to raise and deal with that issues at the time in age-appropriate fashion (e.g. sexting)

Statutory duty of schools

Headteachers have 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.

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.

Reporting bullying

Pupils are encouraged to talk to staff when they are unhappy or have concerns.

Pupils in our school understand that they have the right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to their class teacher/TA or another trusted adult.

We have a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to their child's class teacher

Procedures for parents

•If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the headteacher. The headteacher is always informed of any bullying concerns at Burton Agnes C of E Primary and monitors the situation carefully.

•If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher.

•The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.

•Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.

•The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.

•If parents feel that their concern has not been dealt with appropriately they should follow the school's complaints policy.

Implementation

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached:

The following steps may be taken when dealing with incidents

• A clear account of the incident will be recorded and given to the Headteacher or Designated Safeguarding Lead (DSL) in her absence.

• The Headteacher or DSL will interview all concerned and will record the incident.

• Class teachers will be kept informed and if it persists the class teacher will advise other relevant staff.

• Parents will be kept informed.

• Punitive measures will be used as appropriate and in consultation will all parties concerned.

Pupils

Pupils who have been bullied will be supported by:

· Offering an immediate opportunity to discuss the experience with a member of staff of their choice.

· Reassuring the pupil.

· Offering continuous support.

· Restoring self-esteem and confidence.

Pupils who have 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

. When pupils report their concerns, our staff are trained to listen and respond.

We involve the children as much as possible in finding solutions.

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 on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber

bullying in particular means that it can impact on pupil's wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside if school and report and respond according to their responsibilities 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 by the headteacher and actions and sanctions applied, if appropriate.

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.

This policy should be read in conjunction with the following policies: - Child Protection/Safeguarding Policy - Behaviour Policy - E-Safety Policy - SEND Policy - SMSC Policy