ECCLESTON PRIMARY SCHOOL

incorporating

Beechbuds Pre-School

Anti-bullying Policy

Inspiring independent learners to thrive in a changing world

Introduction

At Eccleston Primary School, we believe that everybody has the right to learn and work in an environment where they are treated with respect, in which they feel safe and where they are free from harassment and discrimination of any type. Bullying therefore, in all its forms, is absolutely unacceptable in our school.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Eccleston Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their Local Authority's safeguarding team.

This policy is closely linked with our Behaviour Policy, our Safeguarding and Child Protection Policy, our School Code of Conduct and the School's Vision, Aims and Values.

Roles and Responsibilities

School Governors – To take a lead role in monitoring and evaluating this policy.

The Headteacher – Has overall responsibility for this policy and its implementation, for liaising with the governing body, parents/carers, the LA and outside agencies, and for appointing an antibullying coordinator who will have general responsibility for managing the implementation of this policy.

It is the responsibility of the governing body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment.

Aims

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils.

We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

Definition of bullying

At Eccleston Primary School, we pride ourselves on being totally committed to inclusion and consider ourselves a fully inclusive school.

Bullying can be defined as behaviour that is:

Deliberate actions: where someone wilfully seeks to harm, hurt or humiliate another

A perceived imbalance of power: where those being harmed feel powerless and unable to defend themselves

Action that leads to pain and distress: pain that can be physical and/or emotional

Action that takes place over a period of time: a single, isolated incident of aggression would not normally be described as bullying, although there are certainly instances where this might be the case.

What does bullying look like?

Bullying can include:

- making offensive comments e.g. by name calling, body shaming, taunting or mocking
- physical assault
- verbal threats
- taking or damaging belongings
- producing offensive graffiti
- gossiping and spreading hurtful or untruthful rumours
- prejudice or excluding people from groups
- pressurising or manipulating others into inappropriate behaviour

Many of these forms of bullying can be performed in the online environment and this is known as 'cyberbullying' e.g. inappropriate text messaging and e-mailing; sending offensive or inappropriate images by phone or via the internet, misuse of any social media.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the ‘bystanders’ or ‘accessories’.

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

Why are children and young people bullied?

Certain groups of students are known to be particularly vulnerable to bullying by others: For example:

- bullying related to ethnic, racial, religious or cultural background
- bullying related to special educational needs, or learning or physical disabilities
- bullying related to skills and abilities
- bullying related to appearance or health
- bullying related to home circumstances e.g. young carers, children looked after, pupil premium groups
- bullying related to jealousy or social grouping

- bullying of a sexist or sexualised or transphobic nature or bullying relating to sexual orientation

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Types of Bullying

Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

Prejudiced Bullying

At Eccleston Primary School we take any form of prejudiced bullying very seriously. Prejudiced-based bullying is when bullying behaviour is motivated by prejudice based on an individual's actual or perceived identity; it can be based on an individual's actual or perceived identity; it can be based on characteristics unique to a child or young person's identity or circumstance. We will always seek to support the child who has been exposed to prejudiced bullying but also work with the child who is displaying such behaviours. This could also include a whole class discussion as well. Parents and Carers would always be contacted during such an incident. Incidents of prejudiced behaviour are recorded on our safeguarding system of record keeping.

Bullying Prevention

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument.

An annual 'Anti-bullying Week' is held to further raise awareness. Online safety is an important part of the Curriculum and information for parents is included in newsletters and on the School's website. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Signs of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.

Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Procedures

All reported incidents will be taken seriously and investigated involving all parties. Steps taken by the school include the following, as appropriate:

- Interviewing all parties, taking individual accounts and where appropriate making a record on CPOMS the school's safeguarding software.
- Informing parents/carers
- A range of responses appropriate to the situation: e.g. solution focused, restorative approach, circle of friends, individual work with victim and perpetrator, peer support, referral to outside agencies if appropriate
- Appropriate sanctions imposed (Refer to Behaviour policy with regard to the range of sanctions and how these may be applied, including what actions may be taken if bullying persists)
- Follow up especially keeping in touch with the person who reported the situation, parents/carers
- Support for the victim and the perpetrator.

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour, or communications, could be a criminal offence (for example under the Protection from Harassment Act 1997 or the Communications Act 2003) and in such extreme cases the Headteacher may choose to seek assistance and advice from the police and other external agencies.

Sections 90 and 91 of the Education and Inspection act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include bullying incidents occurring off the school premises. If Bullying is reported off school site or outside of school hours we will support parents and external agencies to try to resolve these issues. In cases where bullying is out of school hours and online, school will work collaboratively with parents/carers to see how together we can best create a safe online environment for their children.

Recording Bullying and Evaluating the Policy

Any incidents of bullying type behaviour will be recorded on our central database (CPOMS). These records are overseen by the Headteacher and provide opportunity to review individual incidents to ensure that they are indeed resolved and have not recurred.

The CPOMS records are also used to identify trends, inform preventative work in school, for further development of this policy and as a fundamental part of our work to promote an inclusive and harmonious ethos across our school community.

This information will be presented to the governors in an anonymous format as part of the annual report.

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Strategies for Preventing Bullying

As part of our ongoing commitment to the safety and welfare of our students, Eccleston Primary School employs the following strategies to promote positive behaviour, reinforce our intolerance of bullying and to resolve the issues between those who bully and those who have been bullied.

- Restorative approaches
- Awareness raising and support via assemblies
- PSHE/citizenship education including discussion and celebration of individual
- differences
- Specific curriculum/assembly input on areas of concern such as online safety
- and behaviour that is regularly updated
- The use of our children's voices
- Involvement of parent groups e.g. PTFA/Parent Forum
- Parent information events/information
- Staff training and development for all staff
- Counselling
- Anger management support
- Self-esteem work
- Compass Bloom mental health support

Appendix - Supporting Organisations and Guidance relevant to this policy

- 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-tacklingbullying
- Kidscape: www.kidscape.org.uk
- MindEd(Mental Health): www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Online bullying
- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know - CEOPS: www.thinkuknow.co.uk

LGBT+
- EACH: www.eachaction.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk
- Barnardos: www.barnardos.org.uk/
- The Proud Trust: www.theproudtrust.org

SEND
- Changing Faces: www.changingfaces.org.uk
- Mencap: https://www.mencap.org.uk
- DfE: SEND code of practice:
- https://www.gov.uk/government/publications/send-code-ofpractice- 0-to-25

Racism Religion and Nationality
- Anne Frank Trust: www.annefrank.org.uk
- Educate against Hate(Radicalisation): www.educateagainsthate.com
- Kick it Out: www.kickitout.org
- Report it (True Vision): www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational

Sexual Harassment and Sexual Bullying
- Violence against Women: www.endviolenceagainstwomen.org.uk/
- Disrespect nobody: www.gov.uk/government/publications/disrespect-nobody
- Anti-Bullying Alliance: Sexual and gender related bullying

Review of the Anti-bullying Policy
Reviewed: November 2026
Next Review Date: November 2027