



Egerton Primary School

Anti-bullying Policy

Approved by: Neil McKinlay

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Rationale

At Egerton children are encouraged to be kind and respectful to each other at all times. This philosophy is enshrined in our school ethos, school rules and our behaviour policy.

Staff encourage children to treat each other with respect, they model this behaviour towards one another and with children.

When children are unkind towards one another they are reminded of the expectations of an Egerton child and asked to reflect on how they made the other person feel.

At any school there are sometimes incidents of bullying, where children are deliberately and repetitively hurtful towards others, it is important for all concerned that this is dealt with swiftly and firmly.

What is bullying?

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 through electronic means, and comes in many different forms:

- Verbal - Name calling, persistent teasing, mocking, taunting and threats.
- Physical - Any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes hitting, kicking and pushing.
- Emotional - Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.
- Cyberbullying - The misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.

Who gets bullied?

People can be targeted for any reason, but people who bully others often target 'difference' and bullying can be a form of wider discrimination. For example bullying behaviour may be:

- Racist - Targeted at ethnicity, skin colour, language, religious or cultural practices.
- Homophobic, biphobic and/or transphobic - Targeted at actual or perceived sexuality and/or gender.
- Sexual and/or sexist - Sexual and/or sexist behaviour that is intended to cause offence, humiliation or intimidation .

- Disablist - Targeted at an impairment or special educational need.
- Targeting any 'difference' - bullying behaviour can also be targeted at 'looks', weight and height, colour of hair, wearing glasses or braces, acne, psoriasis and eczema, scars, marks or conditions of the face or body, body odour, poverty, gifts and talents or family situation (e.g. divorce, bereavement, homelessness).

What is NOT bullying

Bullying is behaviour that is intended to hurt, is repeated and where there is an imbalance of power (when it is hard for the person being bullied to defend themselves). This means that one off incidents are not usually bullying behaviour though they may still be frightening and harmful.

In a group situation it may be the case that lots of children say or do something to a child, and though each individual child may only say or do something once, the behaviour has been repeated throughout the group, and is therefore likely to be bullying.

What is cyberbullying?

Cyberbullying is the misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.

Examples of cyberbullying

- **Abusive comments**, rumours, gossip and threats made using digital communications and/or technologies - this includes internet trolling
- **Sharing pictures**, videos or personal information without the consent of the owner and with the intent to cause harm or humiliation
- **Hacking** into someone's email, phone or online profiles to extract and share personal information, or to send hurtful content while posing as that person
- **Creating dedicated websites** that intend to harm, make fun of someone or spread malicious rumours
- **Pressurising** someone to do something they do not want to such as sending a [sexually explicit image](#)

Information taken from:

Kidscape: <https://www.kidscape.org.uk/advice/facts-about-bullying/>

Policy Aims

All children at Egerton Primary School and Nursery have the right to be safe and happy both in class and in the playground. Bullying can cause great distress and both adults and children need to know what to do when this occurs. Bullying can be addressed in a number of ways including 1:1 support for victims, through assemblies and class discussions and through the curriculum. Parents and children should know that they can share their worries with the class teacher, a member of the senior leadership team or a trusted adult in the school. Bullying will not be tolerated at Egerton and allegations of bullying are taken very seriously and always investigated thoroughly. This policy has been read and contributed to by our children, through the school council.

Objectives of Policy

To describe school systems for dealing with bullying

- To have strategies in place to support victims and bullies
- To ensure that parents know who to approach if they are worried that their child is being bullied
- To ensure that children know what bullying is and know what to do when it occurs

School systems for reporting and monitoring bullying

At Egerton we believe it is important to listen to children when they have concerns. Children can fall out with each other or say things that other children do not like. We encourage them to tell each other when they do not like something that is happening. Children also have the opportunity of sharing concerns through the 'worry boxes' that can be found in every classroom.

The Egerton Safe and Happy Ambassadors group is composed of children from years 1 – 6. They consider all aspects of safety and wellbeing and are proactive in raising the profile and taking action when needed. Their shared statement is:

At Egerton we know that every day matters and we all will work together to keep each other safe and happy.

When it is reported that a child is being bullied (either by themselves or someone else) then action will be taken promptly and firmly. The allegation will be thoroughly investigated by the member of staff to whom it has been reported, or where judged necessary, by a member of the Senior Leadership Team (SLT). Both victim and alleged bully will be interviewed and a record of the incident kept on CPOMS. Where children have completed a written record of events these can be attached CPOMS. A member of staff responsible for supporting the victim will be named. The bully will be informed that such behaviour is unacceptable and be made aware of the consequences of their actions (in line with the behaviour policy). They will also have a named member of staff to support them.

In most cases once bullying has been reported and the children involved spoken to, there will be no further incidents. Parents of both bully and victim will be informed and encouraged to work with the school to stop this happening again. The children involved will be highlighted to all staff to help monitor and prevent the bullying.

Sometimes the investigator will judge that the behaviour reported was unkind but not bullying. If this is the case the investigation will be filed and a member of SLT will check the CPOMS file to monitor for reoccurrences of such behaviour. CPOMS is regularly monitored.

Who bullying can be reported to

All members of staff take bullying seriously. Children are encouraged to tell someone straight away if they think they are being bullied or if one of their friends is being bullied. In assemblies and lessons, they are told they can tell any staff member or a parent or carer including:

- A member of staff in the playground
- Their class teacher
- Any adult member of staff
- The Headteacher
- Their parents

Parents should approach the class teacher in the first instance if they have concerns about their child being bullied. If their concerns continue they can speak to a member of SLT.

Support for children involved

Victims will be:

- Encouraged to confide in a named member of staff if the bullying continues
- Helped to develop positive strategies and appropriate assertive skills (usually with the support of their class teacher or ELSA)
- Monitored in class by the teacher or teaching assistant (TA) and in the playground by Mid Day Assistants
- Told how the bullies have been dealt with
- Encouraged to share feelings during class circle times
- Supported through restorative justice methods if bullying persists
- Sometimes victims may need help to develop a friendship group. This can be done by nominating 'befrienders' or by using 'Circle of Friends' strategies

Bullies will:

- Be made aware of the seriousness of their actions and possible consequences
- Be monitored in class by the teacher or TA and in the playground by meal supervisors
- Receive support from the learning mentor where necessary
- Where behaviour does not improve have their own personal behaviour plan
- Receive sanctions in accordance with the school behaviour policy

If bullying persists parents of victims and bullies will be informed and involved in the restorative justice process.

Helping children to talk about and deal with bullying

Our RSE and PSHE curriculum is used as a basis to promote respect, tolerance and kindness towards others. In lessons children are given the opportunity to discuss strategies to deal with bullying. We actively encourage children to tell when others are being unkind to them. Children are made aware of the steps that will be taken by staff if they report bullying. They also discuss what constitutes bullying and what is not bullying behaviour.

The curriculum can be used to:

- Raise awareness about bullying and the anti-bullying policy
- Increase understanding for victims, and help build an anti-bullying ethos
- Teach pupils how constructively to manage their relationships with others

At Egerton, opportunities for children to discuss bullying and relationships are found through the following means:

Whole school or phase assemblies

Class assemblies

Anti – bullying month

Direct teaching through RSE and PSHE

Circle time

Cooperative group work

Assertiveness training and ‘Circle of Friends’ are used to help support and give strategies to victims of bullying where this is appropriate.

Care is taken to include SEN pupils in curriculum work about bullying in an appropriate way for their individual needs.

Other policies to be referred to in relation to this policy:

Behaviour Policy

Safeguarding and Child Protection Policy

Useful websites for parents, staff and children:

<https://www.kidscape.org.uk/>

<https://www.nspcc.org.uk/>

<https://www.stonewall.org.uk/>

<https://www.ceop.police.uk/Safety-Centre/How-can-CEOP-help-me-YP/How-can-CEOP-help-me-parent/>

<https://www.thinkuknow.co.uk/>

