

Reviewed: September 2025

Next Review Date: September 2026

Signed by:

Claire Jones Headteacher

Date: September 2025

Andy Oddy Chair of Governors

Date: September 2025

Euxton Primrose Hill School

Anti-Bullying Policy



Statement of Intent

At Euxton Primrose Hill Primary School, we take bullying very seriously. We do not recognise bullying as normal childhood behaviour or as a weakness on the part of the child who has been targeted. We are committed to creating a positive and caring ethos where bullying is not tolerated in any form.

Staff, pupils, and parents/carers are made aware of the school's zero tolerance stance on bullying. Bullying behaviour is unacceptable. We have high expectations of behaviour and consistently challenge anything that falls short. Anyone who knows that bullying is happening is expected to inform a member of staff.

Children who are targeted will be supported sensitively. If bullying is suspected or reported, staff will take immediate action. All incidents are recorded on CPOMS and shared with the Headteacher/DSL and Deputy DSLs. Parents of both the targeted pupil and the child displaying bullying behaviour will be informed.

This policy was developed in consultation with pupils, parents, staff, and governors, and aligns with statutory guidance, including:

This policy has been developed in consultation with staff, children, and parents and aligns with statutory guidance, including:

- Keeping Children Safe in Education (KCSIE) 2025
- The Equality Act 2010
- Prevent Duty 2015
- Children and Families Act 2014

It should be read in conjunction with the school's Behaviour Policy and Online Safety Policy.

1. What is Bullying?

We recognise that conflicts may arise in relationships between children. However, bullying is different:

Definition:

At Primrose Hill, 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. Bullying can be physical, verbal, emotional, or online."



Key Characteristics:

- Imbalance of power
- Intent to cause harm
- Repetition over time

Types of bullying:

- **Emotional:** Excluding, tormenting, threatening behaviour
- **Verbal:** Name-calling, sarcasm, spreading rumours, derogatory language
- **Physical:** Hitting, kicking, pushing, any form of violence
- **Extortion:** Demanding money or goods with threats
- **Online (cyberbullying):** Harmful use of messaging, calls, photos, videos, or social media
- **Racist:** Racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact, sexually abusive comments
- **Homophobic/Biphobic:** Targeting based on sexuality or perceived sexuality
- **Transphobic:** Targeting based on gender identity or expression
- **Related to protected characteristics** under the Equality Act 2010 (race, religion, disability, sex, gender reassignment, sexual orientation, pregnancy/maternity, age)

2. Bullying as a Safeguarding Concern

Bullying is recognised in **KCSIE 2025** as a form of **child-on-child abuse**. This includes:

- Bullying (including cyberbullying)
- Physical abuse
- Sexual harassment or violence
- Harmful sexual behaviours
- Initiation or hazing-type violence

All bullying incidents will be treated as safeguarding matters. Staff must report concerns to the DSL. Where appropriate, referrals may be made to external agencies (e.g., Early Help, Children's Social Care, or the police).

3. Online Bullying

Cyberbullying poses unique risks as it can occur at any time and spread quickly. Risks include exposure to **misogynistic, extremist, or otherwise harmful content**.

Our response:

- Cyberbullying is addressed in line with the Behaviour and Online Safety policies.
- Staff and DSLs may advise on reporting to **CEOP or other external agencies**.

- Our **Filtering & Monitoring Policy** ensures harmful material is blocked and attempts are logged and reviewed.
- Pupils are taught online safety through the curriculum (including Kidsafe) and assemblies.

4. School Responsibilities

We foster a whole-school culture that makes clear bullying is unacceptable.

Prevention strategies:

- Staff vigilance to signs of bullying
- Use of PSHE, assemblies, and the wider curriculum to teach respect and empathy
- Anonymous reporting options (e.g., worry box, pupil surveys)
- School council input into anti-bullying work

Environment & supervision:

- Blackspots reduced by design and supervision
- Strategic staff presence at unstructured times
- CCTV monitoring where appropriate

Staff responsibilities:

- Model respectful behaviour
- Record concerns promptly on CPOMS
- Address incidents calmly and in line with policy
- Undertake regular safeguarding and anti-bullying training

5. Supporting Pupils

Children targeted by bullying will receive:

- Reassurance, active listening, and ongoing monitoring
- Mentoring, counselling, or structured interventions where appropriate
- Restorative approaches to repair relationships

Children engaging in bullying behaviour will receive:

- Restorative interventions and empathy-building work
- Behaviour contracts or agreements where needed
- Sanctions consistent with the Behaviour Policy
- Support to address any underlying needs

Both children involved are recognised as potentially vulnerable and requiring support.

6. Parents

- Parents should raise concerns with the class teacher, Deputy, or Headteacher.
- The school will manage all communication and ensure parents of both parties are informed of actions.
- Parents should not directly confront the other child or family.
- If concerns remain unresolved, parents may follow the Complaints Policy.

7. Monitoring and Review

- All bullying incidents are recorded on CPOMS.
- The **DSL and SLT review records termly** to identify patterns or repeated concerns.
- Governors receive regular anonymised reports on bullying trends.
- This policy is reviewed annually by the Headteacher, DSL, and governors, or sooner if national guidance changes.

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Signed:



Mrs C. Jones
Headteacher