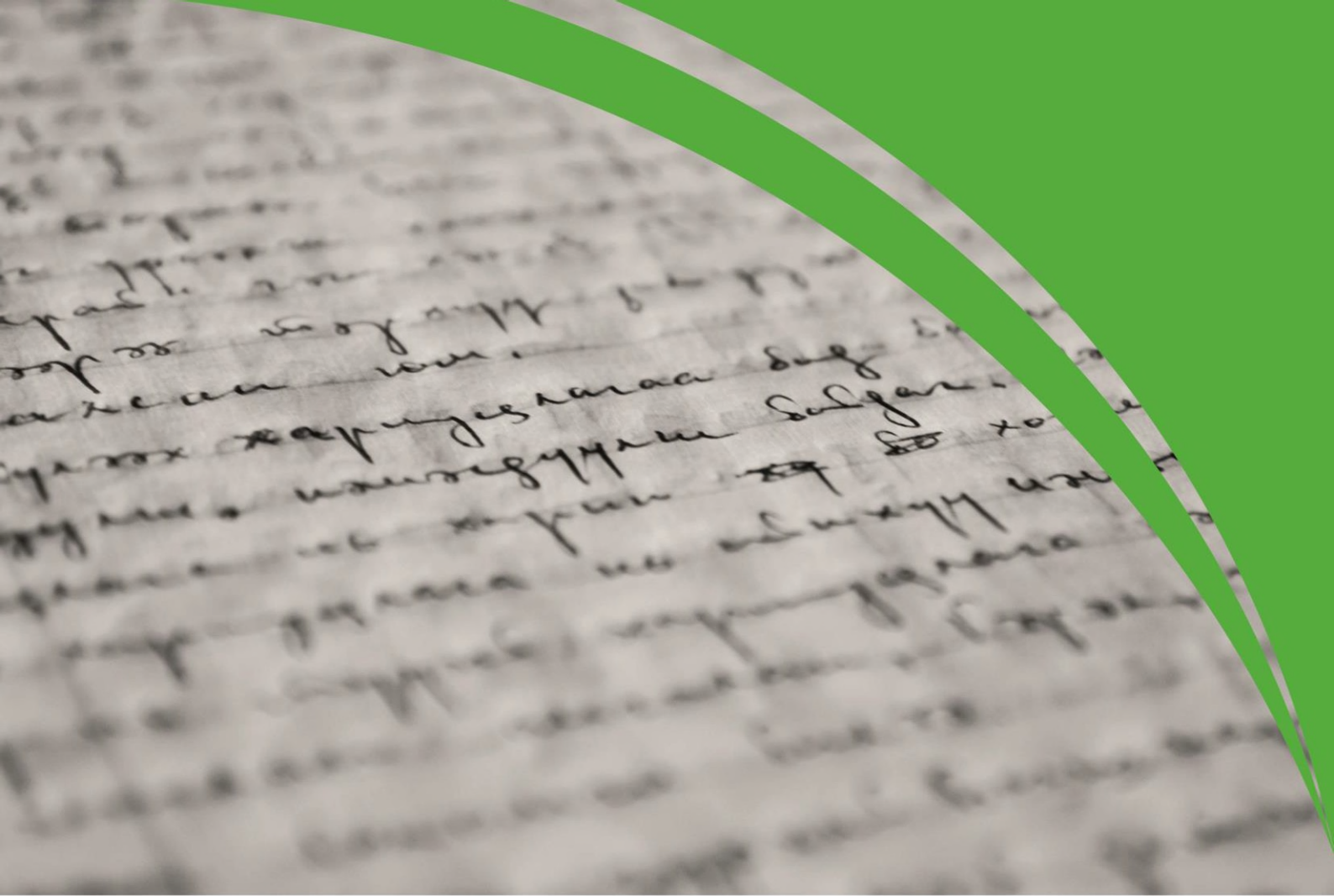




# Anti-Bullying Policy

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## Key Document Details

**School Name:** Shaw CofE Primary

**Version no:** 1

**Author:** Amy Edwards

**Owner:** Amy Edwards

**Approved by:** Governors

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**Interim review date:**

**Next review date:** September 27

## Vision and Values

At Shaw CofE Primary School, our vision is to "Shine Brightly in Learning and Life", inspired by the words of Jesus in Matthew 5:16:

*"Let your light shine before others, that they may see your good deeds and glorify your Father in heaven."*

We are committed to nurturing a learning community where every child feels safe, valued, respected and able to flourish. Our Christian values of Aspiration, Courage, Respect and Community underpin everything we do and guide the way we treat one another.

We believe that all members of our school community have the right to be treated with dignity and kindness. Bullying is contrary to our vision and values and will not be tolerated.

## Statement of Intent

Shaw CofE Primary School is committed to providing a safe, inclusive and caring environment where all children can learn and thrive free from fear, intimidation or discrimination.

We recognise that bullying can have a serious impact on a child's emotional wellbeing, self-esteem, mental health, attendance and achievement. We are therefore committed to preventing bullying, responding promptly to concerns and supporting all children involved.

This policy should be read alongside:

- Behaviour Policy
- Child Protection and Safeguarding Policy
- Online Safety Policy
- Equality Information and Objectives
- Relationships, Sex and Health Education (RSHE) Policy

## Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.

- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## What is bullying?

The Anti-Bullying Alliance defines bullying as:

*“Bullying is the repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace”.*

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic/Biphobic/Transphobic - because of, or focusing on the issue of sexuality or gender identity.
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet and mobile technology, such as text, snapchat, Facebook, email & internet chat room misuse.

## Types of Bullying

Bullying can take many forms including:

### Physical Bullying

- Hitting
- Kicking
- Pushing
- Damaging possessions

- Threatening physical harm

### **Verbal Bullying**

- Name-calling
- Insults
- Teasing
- Threats
- Offensive language

### **Emotional or Social Bullying**

- Excluding others
- Spreading rumours
- Manipulating friendships
- Public humiliation
- Intimidation

### **Online (Cyber) Bullying**

- Hurtful messages
- Threatening comments
- Sharing images without consent
- Social media abuse
- Online gaming harassment
- Group chat exclusion
- AI-generated harmful content

### **Prejudice-Based Bullying**

Bullying related to:

- Race or ethnicity
- Religion or belief

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- Disability or additional needs
  - Sex
  - Sexual orientation
  - Gender identity
  - Family circumstances
  - Appearance
  - Socio-economic background

We take all prejudice-based incidents seriously and record and investigate them appropriately.

### **Bullying and Falling Out**

At Shaw CofE Primary School, we recognise that disagreements and friendship difficulties are a normal part of growing up.

Children may occasionally:

- Argue
- Disagree
- Fall out
- Hurt one another's feelings

These situations are not necessarily bullying.

We teach children how to resolve conflict through:

- Communication
- Listening
- Empathy
- Forgiveness
- Restorative conversations

However, where behaviour is repeated, deliberate and involves an imbalance of power, it may be considered bullying and will be addressed accordingly.



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## Signs and Symptoms.

A child experiencing bullying may:

- Become anxious or withdrawn
- Show a decline in confidence
- Avoid school
- Have unexplained injuries
- Experience friendship difficulties
- Become upset before school
- Show changes in behaviour
- Reluctant to use devices or access online platforms
- Display emotional distress

These signs may indicate other difficulties but should always be taken seriously and investigated.

## Reporting Concerns

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We are proud to be a **telling school**.

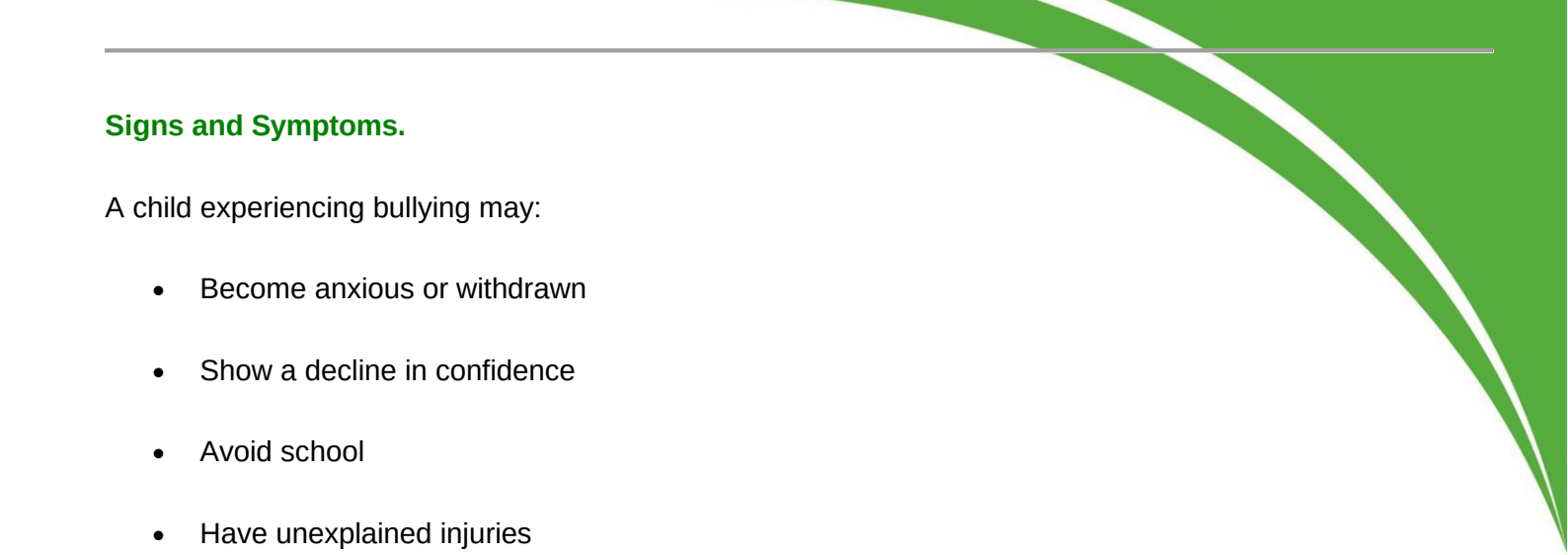
Children are encouraged to speak to:

- Their class teacher
- Any trusted adult
- A member of the leadership team
- The Designated Safeguarding Lead

Parents and carers are encouraged to contact school promptly if they have concerns.

Staff must never ignore allegations of bullying.

All reports will be taken seriously and investigated appropriately.



## Recording and Monitoring

All bullying allegations, concerns and investigations will be recorded on the school's safeguarding and wellbeing recording system, CPOMS.

Records will include:

- Nature of the concern
- Individuals involved
- Investigation undertaken
- Actions taken
- Communication with parents
- Follow-up monitoring

Senior leaders will regularly review CPOMS records to identify:

- Patterns of behaviour
- Repeat incidents
- Vulnerable pupils
- Emerging concerns
- Equality-related incidents

The Headteacher and Governors will receive appropriate monitoring information to ensure bullying is effectively addressed across the school.

## Responding to Bullying

When bullying is reported or suspected, the school will:

### Investigation

- Listen carefully to all individuals involved.
- Gather information from witnesses where appropriate.
- Review evidence, including online evidence if applicable.
- Record concerns on CPOMS
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## **Support for the Child Experiencing Bullying**

The child experiencing bullying will be supported through:

- Reassurance and pastoral support
- Access to trusted adults
- Regular check-ins
- ELSA support where appropriate
- Restorative conversations if appropriate
- Ongoing monitoring

## **Support for the Child Displaying Bullying Behaviour**

The child displaying bullying behaviour will be supported to:

- Understand the impact of their actions
- Take responsibility
- Repair relationships where appropriate
- Develop positive behaviour choices

Consequences may be applied in line with the Behaviour Policy.

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## **Possible Outcomes**

Depending on the seriousness of the incident, actions may include:

- Restorative conversations
- Parental meetings
- Behaviour support plans
- Loss of privileges
- Increased supervision
- Internal sanctions in line with the Behaviour Policy
- Suspension in serious cases

Where behaviour may constitute a criminal offence, the school may seek advice from external agencies, including the Police.

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## **Prevention**

Creating a culture where bullying is unlikely to occur is central to our approach.

We actively promote positive relationships through:

### **Curriculum**

- RSHE
- PSHE
- Online safety education
- Collective Worship
- British Values

### **School Culture**

- Christian values
- Celebration Worship
- Pupil voice
- School Council
- Positive behaviour systems
- Restorative approaches

### **Awareness Raising**

- Anti-Bullying Week
- Safer Internet Day
- Assemblies
- Class discussions
- Storybooks and literature

- Staff training

Children are taught to demonstrate:

- **Aspiration** by being the best version of themselves.
  - **Courage** by speaking up if they witness unkindness.
  - **Respect** by valuing every member of the school community.
  - **Community** by supporting and including others.
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## Roles and Responsibilities

### Governors

Governors will:

- Monitor the effectiveness of this policy.
- Receive regular safeguarding and behaviour information.
- Ensure statutory responsibilities are met.

### Headteacher

The Headteacher will:

- Ensure the policy is implemented consistently.
- Monitor incidents and trends.
- Ensure appropriate staff training.

### Staff

All staff will:

- Model respectful behaviour.
- Challenge bullying behaviour.
- Report and record concerns on CPOMS.
- Support children involved.

## Pupils

Pupils will:

- Treat others with kindness and respect.
- Report concerns to trusted adults.
- Support others who may be experiencing difficulties.

## Parents and Carers

Parents and carers will:

- Encourage respectful behaviour.
- Report concerns promptly.
- Work in partnership with the school.

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## Monitoring and Review

This policy will be reviewed annually by Governors and Senior Leaders.

The effectiveness of the policy will be monitored through:

- CPOMS records
- Pupil voice
- Parent feedback
- Behaviour data
- Safeguarding reviews
- Governor monitoring

Through our Christian vision and values, we strive to create a school where every child feels safe, valued and able to **shine brightly in learning and life**.

