St Bartholomew's Church of England Primary School

Respect for All (Anti-Bullying) Policy

Action	Date
Document reviewed	September 2026
Reviewed By	Sarah Irvine
Adopted by Governors	September 2026
Next Review Date	September 2027

Great Harwood St Bartholomew's Parish CE VA Primary School

Follow Jesus in all we do

School Vision

We seek to ensure that by following Jesus, each individual is inspired to shine in all areas of their educational and spiritual development.

'For I know the plans I have for you,' declares the Lord, 'plans to prosper you and not to harm you, plans to give you hope and a future.' (Jeremiah 29:11)

Mission Statement

Follow Jesus in all we do

'When Jesus spoke again to the people, he said, "I am the light of the world. Whoever follows me will never walk in darkness but will have the light of life".' (John 8:12)

Core Values

Our school is underpinned by 6 core values;

Courage
'Be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go.' (Joshua 1.9)

Friendship
'Love each other as I have loved you.' (John 15:12)

Service
'Serve one another in love' (Galatians 5.13)

Forgiveness
'Do not judge, and you will not be judged; Do not condemn, and you will not be condemned; Forgive, and you will be forgiven' (Luke 6:37)

Justice
'And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.' (Micah 6:9)

Love
'Give thanks to the Lord, for he is good; his love endures forever.' (Chronicles 16:34)

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Statement of Intent

Our Vision

Follow Jesus in all we do

"When Jesus spoke again to the people, he said, 'I am the light of the world. Whoever follows me will never walk in darkness, but will have the light of life.'" (John 8:12)

At Great Harwood St Bartholomew's Parish CE VA Primary School, we believe that every child is uniquely created and loved by God. We are committed to ensuring that every member of our school community is treated with dignity, respect, compassion and kindness.

Our Christian vision inspires us to create a nurturing, inclusive and safe environment in which all children can flourish academically, socially, emotionally and spiritually. Bullying, discrimination, harassment and child-on-child abuse have no place within our school community because they undermine human dignity, damage wellbeing and prevent individuals from flourishing.

We are committed to promoting positive relationships, celebrating diversity and fostering a culture where everyone is respected, valued and encouraged to let their light shine.

This policy outlines how the school prevents, identifies, responds to and monitors bullying, discriminatory behaviour and harmful peer interactions. It should be read alongside the Behaviour Policy, Child Protection and Safeguarding Policy, Online Safety Policy, Mobile Phone and Smart Technology Policy, Relationships Education Policy and Staff Code of Conduct.

The school takes a proactive, restorative, educational and safeguarding-led approach to addressing concerns, whilst maintaining high expectations for behaviour and conduct.

1. Aims

This policy aims to:

- Promote a culture of kindness, respect, inclusion and belonging.
- Prevent all forms of bullying and discriminatory behaviour.
- Safeguard children from harm.
- Support pupils to understand healthy relationships and respectful behaviour.
- Ensure pupils know how to seek help and report concerns.
- Respond promptly, consistently and proportionately to incidents.
- Provide support for both those harmed and those displaying harmful behaviours.
- Comply with current legislation and statutory guidance.

This policy is fully aligned with:

- KCSIE 2026
- DfE Preventing and Tackling Bullying
- Behaviour in Schools (2024)
- DfE Mobile Phones in Schools (2026)
- Online Safety guidance
- The Equality Act 2010
- Safeguarding and Child Protection Policy
- Behaviour Policy and CALM School Code.

2. Definition of Bullying

The Department for Education defines bullying as:

"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group."

Bullying is usually characterised by:

- Deliberate intent to cause harm
- Repetition over time
- A real or perceived imbalance of power
- Behaviour that causes physical, emotional, psychological or social harm

Bullying may occur face-to-face or online.

Not all friendship difficulties, disagreements or one-off incidents constitute bullying. However, all incidents of unkindness, prejudice, harassment, intimidation or abusive behaviour will be taken seriously and addressed appropriately through the school's Behaviour and Safeguarding Policies.

3. Forms of Bullying

Bullying may include:

Emotional Bullying

- Exclusion
- Isolation
- Intimidation
- Manipulation of friendships
- Threatening behaviour

Verbal Bullying

- Name-calling
- Insults
- Teasing
- Derogatory language

Physical Bullying

- Hitting
- Kicking
- Pushing

- Damaging belongings

Online Bullying (Cyberbullying)

- Abusive messages
- Social media harassment
- Sharing images without consent
- Impersonation
- Exclusion from online groups
- AI-generated harmful content
- Livestreaming or recording others without permission

Prejudice-Based Bullying

Bullying linked to:

- Race, ethnicity or culture
- Religion or belief
- Disability or special educational needs
- Sex
- Sexual orientation
- Gender reassignment
- Pregnancy or maternity
- Family circumstance
- Young carer status
- Looked-after or previously looked-after status

Any discriminatory incident involving a protected characteristic will be recorded and monitored separately in line with the Equality Act 2010.

4. Child-on-Child Abuse

The school recognises that bullying may overlap with child-on-child abuse.

Child-on-child abuse can include:

- Bullying and cyberbullying
- Prejudice-based abuse
- Sexual harassment
- Sexual violence
- Online sexual abuse
- Sharing nudes or semi-nudes
- Upskirting
- Harmful sexual behaviour
- Initiation or hazing-type behaviour

The school adopts a zero-tolerance approach to abuse and will never dismiss harmful behaviour as:

- "banter"
- "part of growing up"
- "children being children"
- "boys being boys"

Any safeguarding concerns will be managed in accordance with the Child Protection

and Safeguarding Policy and Keeping Children Safe in Education.

5. Prevention

Preventing bullying is everyone's responsibility.

The school promotes prevention through:

Curriculum

- Relationships Education
- PSHE
- Online Safety Education
- Worship and Reflection
- British Values
- Christian Values

School Culture

Through our CALM School Code pupils are taught to:

- Speak kindly
- Listen carefully
- Act respectfully
- Move calmly

Positive Relationships

Children are encouraged to:

- Celebrate difference
- Respect diversity
- Resolve disagreements appropriately
- Support one another
- Use restorative approaches

Pupil Leadership

Through opportunities such as:

- School Council
- Ethos Group
- Pupil Parliament
- Eco Team
- Sports Captains

children actively promote inclusion and positive relationships.

6. Online Safety and Cyberbullying

The school recognises that bullying increasingly occurs online.

Cyberbullying may involve:

- Messaging apps
- Social media
- Online gaming
- Video sharing platforms

- Livestreaming
- Artificial intelligence tools
- Mobile phones and smart technology

The school is a mobile phone-free and smart technology free environment and pupils are taught how to:

- Stay safe online
- Report concerns
- Block and report harmful content
- Protect personal information
- Respond safely to cyberbullying

Online bullying occurring outside school will be addressed where it impacts pupil welfare, safeguarding or behaviour in school.

7. Reporting Concerns

Pupils may report concerns to:

- Any trusted adult
- Their class teacher
- The Headteacher
- The Deputy Headteacher
- The DSL
- Parents who can contact the school

All reports are taken seriously.

Children will never be made to feel that they are overreacting or wasting staff time.

8. Responding to Incidents

When concerns are reported, the school will:

- Listen carefully to all parties.
- Establish facts.
- Record concerns on CPOMS.
- Assess safeguarding risk.
- Contact parents where appropriate.
- Implement support for those involved.
- Apply behaviour sanctions where necessary.
- Monitor outcomes.

Where behaviour may constitute a safeguarding concern, Child Protection procedures will be followed immediately.

9. Consequences

Consequences will be applied in line with the Behaviour Policy and may include:

- Restorative conversations
- Reflection time
- Loss of privileges
- Behaviour support plans
- Meetings with parents

- Internal suspension
- Suspension
- Permanent exclusion in the most serious cases

The school's approach focuses on accountability, education, repair and behaviour change.

10. Support

Support may be provided for:

Pupils Experiencing Bullying

- Trusted adult support
- Emotional wellbeing provision
- Nurture support
- ELSA interventions
- Family liaison support
- External agency referral where required

Pupils Displaying Bullying Behaviours

- Behaviour support
- Restorative work
- Emotional regulation support
- Social skills interventions
- Safeguarding assessment where necessary

11. Recording and Monitoring

All incidents will be recorded on CPOMS.

School leaders will monitor:

- Patterns and trends
- Vulnerable groups
- Protected characteristic incidents
- Online safety concerns
- Child-on-child abuse concerns

Findings will be reported to governors through safeguarding and behaviour monitoring processes.

12. Monitoring and Review

This policy will be reviewed annually by the Headteacher, DSL and Governing Board, or sooner if:

- Legislation changes
- Statutory guidance is updated
- Local safeguarding requirements change
- School monitoring identifies the need for amendments

The policy will be published on the school website and communicated to staff, pupils and parents.