



Believe, Achieve, Succeed

Anti-Bullying Policy

(Incorporating Anti-Cyber- bullying Policy)

Responsibility for this policy lies with	Headteacher
Policy approved date	October 2025
Policy due for review on	October 2029



ANTI – BULLYING POLICY

BULLYING: Our School's Values and Beliefs

We understand the devastating and lasting effect being bullied can have on some children and we will deal with all incidents equally seriously, quickly and effectively, whether it has taken place in or outside of school. Preventing and tackling bullying is part of our work to support pupils' social and emotional development.

Every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour. Our approach is to build the children's self-esteem and confidence and for our approach to be consistent across the school. We intend that the policy is clearly understood and shared by all, children, staff and parents. The anti-bullying policy takes its place within the general aims of the school. It has close links to the, Child Protection, Behaviour, Anti-racism and PSHE policies. Our school's Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being and include and support each other.

We will use the PHSE curriculum to promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our Definition of Bullying

What is bullying? Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, gender identity, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Bullying is therefore:

- Deliberately hurtful.
- Repeated, often over a period of time.
- Difficult for victims to defend themselves against.

Preventing Bullying and Creating an Anti-Bullying Climate at Vicar's Green Primary School

We will use our curriculum to:

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

Circle Time, role-play and stories will be used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

We have a Listening Box in every classroom and this provides pupils with a safe, confidential and should they wish it an anonymous means of reporting incidents.

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents when they join our school.

A Behaviour Log is kept and it is monitored on a termly basis by SLT. This is done in order to identify any pockets, areas or specific times which may be problematic.

Our School Council offers a forum in which concerns about bullying can be discussed on a regular basis.

We will ask pupils where and when bullying occurs in school and we will supervise, and try to eliminate any unsafe areas that they report to us.

What we do at Vicar's Green to stop bullying from happening at our school:

We celebrate Anti-bullying week every year and involve students in anti-bullying activities in school.

Children complete class and homework activities to show what they understand about anti-bullying

Assemblies are held, throughout the school year, to encourage students to think about how we unite as a school community to address bullying both online and offline.

We explore and discuss the issue of online bullying during computing lessons on e-safety and discuss ways that we can alert people if we experience online bullying or know that other people are.

Our School Procedures

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach towards all parties involved.

If bullying is suspected we will:

- Talk to the suspected victim, and any witnesses individually
- Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated.
- If the bully owns up then sanction procedures outlined in the Behaviour Policy will be followed.
- Incidents of bullying are recorded in the School Incident Log
- Involve all parties together to discuss the issues if agree by all parties Allow children time to sort things out.
- Support & empower children to resolve the conflict & understand their role in the issues

- Establish an agreement between the children where needed
- Inform parents
- Follow up with further discussions with individuals as and when appropriate
- When necessary support children individually or together
- If the incidents persist and are causing a health and safety issue then the Head Teacher could instigate exclusion procedures (see Behaviour Policy)

What Can Children Do If They Are Being Bullied?

- Each term or when incidents occur, class teachers will discuss bullying and reinforce the following strategies:
 - Remember that your silence is the bully's greatest weapon.
 - Tell yourself that you do not deserve to be bullied and that it is wrong.
 - Be proud of who you are. It is good to be individual.
 - Try not to show that you are upset or scared. It is hard, but a bully thrives on someone's fear.
 - Stay with a group of friends/people. There is safety in numbers.
 - Be strong inside – say "No!" Walk confidently away. Go straight to a teacher or member of staff.
 - If you are getting emails, texts or messages that make you feel uncomfortable please save them and show them to an adult. Do not respond to them.
 - Fighting back may make things worse – don't do it.
 - Generally it is best to tell an adult you trust straight away. You will get immediate support.
 - Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.
 - You can also call ChildLine at any time for free on 0800 1111. They will not tell anyone about what you have said.

The role of all staff

The school recognises that bullying and discrimination may occur at the intersection of different aspects of a pupil's identity, including disability, ethnicity, religion, gender or sexuality. Staff will respond with sensitivity to these overlapping factors. The school is committed to developing cultural competence through ongoing training, including awareness of unconscious bias. Staff will also be mindful of microaggressions—subtle behaviours or comments that may cause harm or exclusion—and will address them promptly to support a respectful and inclusive environment for all pupils

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All adults to deal with situations quickly to prevent situations escalating.
- All adults to follow up what they have said e.g. keeping an eye, follow up discussion etc.

- Teachers are responsible for the recording of all incidents of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the child's parents and the Head Teacher.

- The school records incidents that occur near the school, or on the children's way between school and home, that we are aware of. All adults who witness an act of bullying should record it in the log. This will be kept in the Head Teacher's office.

- When any bullying taking place between members of a class, the teacher will deal with the issue immediately, in accordance with the school's procedure.

- All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

- A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all.

Support Structures available in School

Explicit **peer support systems**, mentorship, or buddies for target children

Support for LGBTQ+ students or other marginalized groups if cyberbullying is identity-based

Attending pastoral sessions and close supervision during lunch and break times

Structured lunchtime and playtimes games to promote inclusivity and team spirit.

The role of parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.

- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.

- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.

- If a child has bullied your child, please do not approach that child on the playground or their parents or involve an older child to deal with the bully. Please inform school immediately and we will deal with it following the school procedures.

- It is important that you advise your child not to fight back. It can make matters worse!

- Tell your child that it is not their fault that they are being bullied.

- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.

If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately. Remember incidents are confidential;

- Do not discuss them with other parents on the playground. Speak to school staff if you have concerns. Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school. If parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Headteacher.

Bullying which occurs outside school premises

School staff members have the power to discipline pupils for misbehaving outside the school premises. A school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances.

This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on.

The Headteacher will also consider whether it is appropriate to notify the police or the local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

While school staff members have the power to discipline pupils for bullying that occurs outside school, they can only impose the disciplinary sanction and implement that sanction on the school premises or when the pupil is under the lawful control of school staff.

Anti-Cyber- bullying Policy

Virtual Bullying

With more and more of us using email and mobile phones, bullying does not have to happen in person. Silent phone calls or abusive texts or emails can be just as distressing as being bullied face-to-face.

Cyber Bullying

This is sending or posting harmful or cruel text or images using the Internet or other digital communication devices. Research has identified seven categories of cyber bullying:

- **Text message bullying** involves sending unwelcome texts that are threatening or cause discomfort.

- **Picture/video-clip bullying** via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.

- **Phone call bullying via mobile phone** uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone

owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified.

- **Email bullying** uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- **Chat room bullying** involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.
- **Bullying through instant messaging (IM)** is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online (i.e. MSN, etc.).
- **Bullying via websites & Social Media platforms** includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyber bullying

Role of the School

Regular teaching of E safety and ensuring that whilst using Technology in school that the children are monitored and reported incidents are dealt with quickly and sensitively.

Role of the Parent

- Don't wait for something to happen before you act. Make sure your child understands how to use these technologies safely and knows about the risks and consequences of misusing them.
- Make sure they know what to do if they or someone they know are being cyber bullied.
- Encourage your child to talk to you if they have any problems with cyber bullying. If they do have a problem, contact the school, the mobile network or the Internet Service Provider (ISP) to do something about it.
- Parental control software can limit who your child sends emails to and who he or she receives them from. It can also block access to some chat rooms.
- Moderated chat rooms are supervised by trained adults. Your ISP will tell you whether they provide moderated chat services.
- Make it your business to know what your child is doing online and who your child's online friends are.

It is important that parents and carers ensure that their children are engaged in safe and responsible online behaviour. Some suggestions for parents to stay involved are:

- If you are being bullied, remember bullying is never your fault. It can be stopped and it can usually be traced.
- Don't ignore the bullying. Tell someone you trust, such as a teacher or parent, or call an advice line.

- Try to keep calm. If you are frightened, try to show it as little as possible. Don't get angry, it will only make the person bullying you more likely to continue.
- Emphasize reporting **anonymous or pseudonymous online bullying**.

Advice for specific situations

Text/Video Messaging

- You can turn off incoming messages for a couple of days. If bullying persists you can change your phone number (ask your Mobile service provider).
- Do not reply to abusive or worrying text or video messages - your Mobile service provider will have a number for you to ring or text to report phone bullying. Visit their website for details.

Email

- Never reply to unpleasant or unwanted emails.
- Don't accept emails or open files from people you do not know.
- Ask an adult to contact the sender's ISP by writing abuse@ and then the host, eg. abuse@hotmail.com.

Chat Room & Instant Messaging

- Never give out your name, address, phone number, school name or password online. It's a good idea to use a nickname. Do not give out photos of yourself either.
- Do not accept emails or open files from people you do not know.
- Remember it might not just be people your own age in a chat room.
- Stick to public areas in chat rooms and get out if you feel uncomfortable.
- Tell your parents or carers if you feel uncomfortable or worried about anything that happens in a chat room.
- Think carefully about what you write - don't leave yourself open to bullying.

Evaluating our Policy

We will evaluate our anti-bullying policy using the following measures:

- the numbers of **incidents that are reported** to staff over a given period.
- **tracking incidents** by group (ethnicity, SEN, gender identity) to ensure protection is equitable
- **qualitative surveys** on pupils' sense of inclusion and their perceptions of bullying in school through structured discussions in class and circle time
- from the comments made by visitors and other people connected with the school
- parent surveys and feedback – inc. specific groups such as SEND & PPG

Ownership of this Policy

The policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.

The Headteacher is responsible for introducing and implementing this policy. However, all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.

Related Policies

Our Anti-bullying Policy links with a number of other school policies:

- Behaviour Policy
- Equal Opportunities Policy
- Policy on Promoting Race Equality and Cultural Diversity
- Child Protection Policy
- Complaints Policy
- Online Safety policy

Signed by.

Headteacher: **Date:**

Chair of Governors: **Date:**