

Anti-Bullying Policy



RATIFICATION: Autumn 2025

DATE OF NEXT REVIEW: Autumn 2026

REVIEWED BY: Executive Headteacher

APPROVED BY: Local Governing Body

Anti-Bullying Policy

Statutory Framework

This policy takes into account the following statutory and advisory documents:

- Preventing and Tackling Bullying Advice for Head Teachers, Staff and Governing Bodies
- Working Together to Safeguard Children
- Keeping Children Safe in Education (2024)
- Sexual violence and sexual harassment between children in schools and colleges
- Shropshire Children's Trust and Shropshire Safeguarding Children Board Anti-Bullying Charter
- SSCB Child Protection Procedures
- Equality Act 2010

Context

Stokesay Primary School believes that everyone has the right to feel welcome, safe and happy. We are committed to ensuring that all members of the school community can achieve their potential without the fear of being bullied. Bullying of any kind is never acceptable and will not be tolerated.

All members of staff have a responsibility to implement these procedures. We aim to prevent bullying by promoting a positive environment, modelling our school values, and encouraging behaviour that shows responsibility for the welfare of others.

We take all reports of bullying seriously. Pupils, parents and staff should feel confident that any concerns will be listened to and fully supported. Cyber-bullying, including the use of social media, messaging apps or any digital platform to harm others, is treated with the same seriousness.

This policy links directly to:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Confidentiality Policy
- Equality Statement and Accessibility Plan
- PSHE curriculum
- E-Safety Policy

Aims of this Policy

The aims of the school's anti-bullying strategies and intervention systems are to:

- Prevent, de-escalate and/or stop any continuation of harmful behaviour in line with the Behaviour Policy
- React to bullying incidents in a reasonable, proportionate and consistent way
- Safeguard those pupils who have experienced bullying and those involved in bullying behaviour
- Ensure all pupils and families understand how to report concerns

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. It can occur face to face or indirectly, including online.

Most definitions include:

- Intent to cause distress
- Repetition
- Imbalance of power

Forms of Bullying

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal – name calling, sarcasm, spreading rumours, threats, teasing, belittling
- Emotional – isolating others, tormenting, hiding belongings, threatening gestures, humiliation, manipulation
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse
- Online/Cyber – posts on social media, sharing images, sending nasty messages, exclusion
- Indirect – influencing others, exploitation

Reasons for Bullying

People may be bullied for a variety of reasons including:

- Ethnic background, religion or culture
- Disability, SEND, or being particularly able, gifted or talented
- Sexual orientation or gender
- Appearance or health conditions
- Social or economic status
- Age or maturity
- Home circumstances

Signs and Symptoms

A child may display behaviour that indicates bullying. Adults should investigate if a pupil:

- Is frightened to walk to or from school
- Changes their usual routine or refuses school
- Becomes withdrawn or anxious
- Shows signs of depression or self-harm
- Loses belongings or has damaged property
- Declines academically
- Shows aggression or distress
- Avoids technology due to fear of online bullying

Reporting Bullying

Pupils can report bullying by speaking to a trusted adult, using the class worry box, or approaching the Pastoral Lead or Head of School.

Parents can report concerns via the class teacher or directly to leadership.

All staff must:

- Take reports seriously
- Record accurately
- Act promptly using escalation procedures

Roles and Responsibilities

Governors:

- Ensure the policy is in place and reviewed annually
- Monitor incidents and support leadership in responding effectively

Headteacher and Senior Leaders:

- Oversee implementation and monitoring
- Ensure consistent procedures are followed
- Communicate with families as appropriate

Designated Staff Leads:

- Mr Vaughan – Head of School
- Mrs Upton – Pastoral Lead

Lead anti-bullying practice and coordinate support.

All Staff:

- Recognise signs of bullying
- Know reporting and escalation routes
- Record concerns accurately
- Support pupils and work with families
- Promote anti-bullying through curriculum and daily interactions

Pupils:

- Report concerns promptly
- Treat others with respect
- Understand the difference between conflict and bullying

Parents/Carers:

- Report concerns early
- Monitor online activity
- Support school actions

Responding to Bullying

When bullying is suspected or reported:

- Take the report seriously
- Investigate thoroughly and sensitively
- Record the incident, actions and review date
- Inform relevant staff (including Pastoral Lead/Head of School)
- Apply sanctions using the Behaviour Policy
- Inform parents appropriately
- Monitor the situation and review progress
- Report hate-related behaviour through LA procedures

Support for Pupils

Pupils who have been bullied will be supported:

- Immediate opportunity to discuss the incident
- Reassurance and emotional support
- Confidence-building
- Encouragement to report further issues
- Follow-up reviews

Pupils who have bullied will be supported:

- Discussion about behaviour and motivations
- Identification of behaviour changes required
- Parental involvement
- Monitoring and follow-up

Actions to Prevent Bullying

Strategies include:

- Assemblies and Anti-Bullying Week
- Behaviour logs and reports

- Pastoral Support Team involvement
- Early Help referrals
- Support from the School Nurse
- Environmental organisation and supervision
- Rewards and sanctions procedures
- Student voice and surveys

Cyber-Bullying

Cyber-bullying includes online behaviour that causes distress. The school may act whether incidents occur inside or outside school hours.

Strategies include:

- Monitoring ICT use
- Restricting mobile phones
- Promoting safe ICT use
- Confiscating devices where appropriate
- Police involvement for illegal behaviour
- Encouraging parents to monitor online use

Parents should keep evidence such as screenshots or messages.

Peer-on-Peer Abuse

Peer-on-peer abuse includes bullying, cyberbullying, physical abuse, sexual harassment or violence, upskirting, sexting, and harmful initiation rituals. All concerns must be reported immediately to DSLs and treated as safeguarding concerns.

External Agencies

External agencies that may support investigations or pupil wellbeing include:

- Police
- Early Help
- School Nurse
- CAMHS
- Specialist advisory services

Support for parents:

- Young Minds – www.youngminds.org.uk
- Bullying UK – www.bullying.co.uk
- Kidscape – www.kidscape.org.uk

Monitoring, Evaluation and Review

The policy will be reviewed bi-annually. Bullying incidents are logged and monitored regularly to ensure effectiveness.