



Anti-Bullying Policy

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Approved by Governors and Staff:

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Signed: *Gareth Powell* Chair of Governors

Anti-Bullying Policy

Rationale

Neston Primary School is committed to a policy of inclusion, equality, and justice. We believe that bullying behaviour is unacceptable. We believe that where bullying is challenged effectively pupils will feel safe and happy.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our children to become responsible citizens and prepare them for life in 21st Century Britain. Our school values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world or work or further study.

Aims

Within our school we aim: -

- For all children to feel safe and to learn, play and enjoy school life.
- For all children to be treated fairly, with respect and dignity.
- To listen carefully to what all children have to say and to treat all children's accounts with respect.

What is Bullying?

Bullying is the purposeful choosing of behaviours that threaten, intimidate or hurt someone which is often, but not always, repeated over time, which involves a real or perceived power imbalance.

Bullying takes many forms and may include: -

- Physical – e.g., hitting, kicking, taking belongings.
- Verbal – name calling, insulting, making offensive remarks.
- Non-verbal – staring, body language, gesturers
- Indirect – spreading nasty stories about someone, unreasonable exclusion from social groups, being made the subject of malicious rumors.
- Cyber – text messaging, use of social media apps such as Snapchat, WhatsApp, misuse of camera or video facilities.
- Face- to-face, via phone, computer, or similar devices

Research shows that name calling is the most common direct form of bullying. This may be because of individual characteristics, but pupils can be called names because of their ethnic origin, nationality or colour, or some form of disability.

Some behaviours may be deemed to be abusive and may fall under categorisation of peer abuse please cross reference with our safeguarding policy.

Derogatory Language

Derogatory or offensive language is not acceptable and will not be permitted. This type of language can take any of the forms of bullying listed above. It will be challenged by staff and recorded and monitored on CPOMs. Follow up actions and consequences, if appropriate, will be taken for pupils and staff found using any language.

Staff are also encouraged to record the casual use of derogatory language on their behaviour logs.

Strategies in school to prevent bullying

- Explicit teaching about bullying and how to respond to it through the SMSC curriculum.
- A child-friendly anti-bullying policy ensures all pupils understand and support the anti-bullying policy.
- Listening carefully to pupils and providing opportunities for them to express views and opinions- for example during circle time, or with our Learning Mentor.
- Making use of curriculum opportunities to raise pupil awareness of diversity e.g. through assemblies, stories & drama, resources, visitors, international links
- Clear links between our Anti-Bullying Policy, Behaviour and Safeguarding Children policies
- Clear & consistent systems of recording incidents (CPOMs)
- Strong links with other local schools & community groups
- Strong links with other agencies whose advice will be sought when necessary.
- Staff training to safeguard children from harm.
- All staff will be alert for signs of bullying behaviour and address it.

Reporting – roles and responsibilities

Senior leaders:

The head teacher and senior leaders have overall responsibility for ensuring that the anti-bullying policy is understood and followed by all members of the school community and ensures the school upholds its duty to promote the safety and well-being of all young people.

Staff:

All school staff and volunteers have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff become aware of bullying they should reassure the pupils involved and inform relevant staff on CPOMs.

Parents and Carers:

Parental support is one of the keys to the success of our Anti Bullying Policy.

We aim to consult and communicate with parents on a regular basis via newsletters, meetings and face-to-face. Parents/carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour.

Parents and carers should encourage their child not to retaliate, support and encourage them to report any bullying that occurs.

What should Parents/Carers do if they feel their child is being bullied?

When parents have concerns we would encourage them to speak with us at the earliest opportunity. We find that it is much more effective to speak to the school when an incident occurs and not to post it on social media as this may affect and delay any investigations.

Any parent/carer contacting the school with any concern will always be taken seriously. Usually, the first point of contact is the child's class teacher.

The class teacher will:

- Listen carefully.
- Explain what action will be taken (see Appendix 1 for details)
- Arrange a follow up meeting, or phone conversation, to review the situation.

If a parent/carers does not feel that the situation has been resolved, they should contact the Headteacher.

If the allegation relates to a member of staff, the first point of contact should be the Headteacher, who will follow the same 3 steps as above.

If a parent/carers still does not feel that the situation has been resolved, the school Complaints Procedure may be used. Copies are available from the School Office.

Monitoring and evaluating this policy

The policy will be regularly monitored and evaluated by the Headteacher and class teachers/staff as follows: -

- Regular review of Incident Logs in each class behaviour file and CPOMs to monitor the frequency of incidents which will be regularly reported to Governors
- Discussion with pupils via School Council, assemblies, and class discussions.

APPENDIX 1

1a) Responding to Reported Incidents of Bullying

This is how we will respond to reported incidents of bullying: -

- We will listen carefully and record the reported incident without making any judgements.
- We will seek and record firsthand accounts from all parties involved in, or have witnessed the incident.
- If it is clear that bullying has occurred, we will refer to the school behaviour system to establish what sanctions should be implemented to the perpetrator and who should be informed.
- We will record the incident clearly as one of bullying in the Class Behaviour file and the Headteacher's file or CPOMs.
- We will ensure the perpetrator makes a written and face-to face apology (with an adult present).
- We will inform the victim and parents/carers of the victim of the outcome and we will offer support to the victim through our Learning Mentor.
- If it appears that bullying has not taken place and there is evidence to support this, we will discuss the incident with all parties involved. (This may be individually, as a group or as a class depending on the nature of the incident).
- If it is unclear whether or not bullying has occurred, the possible victim should be given a "How do I feel today?" chart so that the class teacher can monitor any further incidents. Parents/carers will be informed of this by the child's Class teacher.

1b) Responding to the victim of bullying

If a child has been on the receiving end of bullying, we need to take action to help him/her feel safe again.

We will:

- Reassure him/ her that it was right for the incident to be reported.
- Explain that we take any incidents of bullying seriously and will always listen and respond.

- Explain what the consequences/sanctions were for the perpetrator.
- Explain that the perpetrator will be expected to apologise face-to-face to the victim in the presence of an adult.
- Offer a follow- up discussion session with our Learning Mentor.
- Discuss the importance of the victim reporting any further incidents.

1c) Responding to the perpetrator of bullying

If a child has been bullying, the action followed will depend on the severity of the incident.

A hierarchy of sanction steps will be followed which is set out below. Depending on the severity of the incident.

In line with KCSIE 2026, understanding the reason for the perpetrator's actions will be considered under safeguarding concerns.

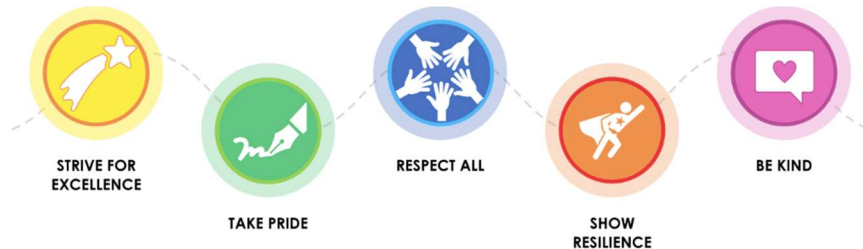
We will:

- Warn the perpetrator not to do it again and ask them to complete a "reflection on behaviour" sheet.
- If more serious, or the perpetrator has repeated the behaviour after being warned, he/she will receive a lunchtime reflection time & the class teacher will inform the parents/carers.
- In severe cases, the child may be excluded from class or sent to the Headteacher. Parents/carers will be invited into school to discuss the incident. This may lead to an exclusion from school.
- In extreme cases, or where there has been a repeated problem, the head teacher may make the decision to exclude the child immediately.
- For any case of exclusion, the parents/ carers have a right of appeal to the Governing Body and LA.



Children's Anti-Bullying Policy

At Neston Primary School, we are all expected to follow our school values. Everyone has the right to feel happy and safe in our school.



What is Bullying?

Bullying is when a person is verbally or physically threatened, hurt or upset by another child or group of children, over and over again.

Bullying can be...



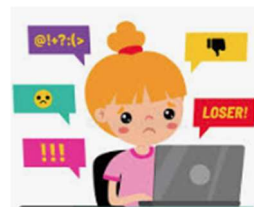
Physical



Verbal



Social



Online

If you are bullied, it is important to tell an adult either at home or school.

How do we prevent bullying at Neston Primary School?

- We encourage children to live our school values and reward those that do in assemblies and with house-points.
- We learn about relationships and how to be a good friend in our lessons.
- We learn about what bullying is and what we should do if it happens to us or one of our friends.
- We tell an adult if we are worried or upset about other people's behaviour towards us.
- Adults in school will listen to us and investigate our concerns.
- We reflect on how situations have changed and improve moving forwards

Written by Mrs Elliott with a group of Y5 children – June 2026