



ANTI-BULLYING POLICY

Approved by	IEB
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1. Introduction

At Little Heaton CE Primary School, bullying in all its forms is not tolerated. Every member of the school is expected to treat others with kindness and respect, in line with our school's Mission Statement and core values. The whole school community is expected to remain vigilant and to act swiftly and effectively in response to any signs or reports of bullying.

2. Definition of Bullying

Bullying is defined as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. This includes but is not limited to:

- Physical aggression
- Verbal abuse
- Cyber-bullying
- Prejudice-related bullying (e.g. based on race, religion, gender, sexual orientation, disability, family circumstance)
- Persistent, targeted 'banter' or 'jokes' that exclude or isolate an individual

The school does not tolerate the excuse of 'banter' to minimise or dismiss bullying behaviour.

3. Policy Objectives

- To ensure all pupils feel safe, valued and protected from bullying and intimidation
- To promote a shared understanding of what bullying is and why it is unacceptable
- To promote and model positive relationships and behaviours
- To establish a culture where pupils and parents/carers are encouraged to report any bullying behaviour
- To intervene swiftly and effectively when bullying occurs
- To support those affected by bullying and to address the behaviour of those who bully
- To implement appropriate sanctions and interventions to prevent recurrence

4. Prevention Strategies

The school promotes an anti-bullying culture through:

- A strong ethos of kindness, respect and tolerance embedded across the curriculum and school life
- Curriculum lessons (e.g. PSHE, Computing, assemblies) that explore respect, diversity, and online safety
- Clear messaging to all children about reporting bullying behaviours and supporting peers
- Regular communication with parents/carers via newsletters, the school website and safeguarding updates
- Ensuring children understand their digital footprint and how to engage positively online
- Displaying key messages and support resources across key stage areas

5. Tackling Bullying

5.1 Reporting and Investigating

We are a 'telling school'. Children are encouraged to speak to any trusted adult in school. Staff proactively monitor relationships and act on any early signs of potential conflict. When bullying is reported:

- Children are met with kindness and reassurance
- Their written perspective is gathered (where possible)
- Alleged perpetrators and witnesses are spoken to by pastoral or safeguarding staff

5.2 Working with Pupils

- Restorative approaches are used where appropriate
- Pupils responsible for bullying behaviour are sanctioned in line with the school's Behaviour Policy
- Support is provided to help them build healthier relationships
- Victims of bullying receive ongoing support from staff, including the Pastoral Team

6. Working with Parents and Carers

- Bullying concerns are shared with parents/carers early
- We expect respectful collaboration between home and school to resolve issues
- Where necessary, a member of SLT will support meetings and next steps

Important: Bullying behaviour from adults towards staff or other families will not be tolerated. Incidents will be logged and addressed by the Headteacher or Deputy Headteacher, and if needed, escalated in line with the Cranmer Education Trust's wider policies.

7. Recording and Monitoring

- All incidents of bullying are recorded on CPOMS
- DSLs and appropriate staff are informed and alerted to cases
- SLT reviews bullying incidents at least half-termly to identify patterns or wider concerns
- Leadership maintains strategic oversight of all incidents, outcomes, and follow-up

8. Review and Feedback

- Feedback from pupils, staff and parents/carers is sought throughout the year
- Outcomes are used to evaluate and strengthen the school's anti-bullying culture and procedures