

# Highfield CE Primary School Anti-Bullying Policy 2025



**Highfield**  
C.E Primary School

**Approved by:** The Governing Body **Date:** May 2025

**Last reviewed on:** May 2025

**Next review due by:** August 2026

*'Love your neighbour as yourself.'*

Matthew 22 verse 39

## **Rationale**

At Highfield CE Primary School, we celebrate our Christian foundation and value all children and adults, treating everyone with equal consideration and mutual respect. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. We believe: *'Every child deserves to learn in an environment where they are loved, supported and respected.'* Bishop Jonathan Frost, Bishop of Portsmouth.

## **Introduction**

At Highfield CE Primary School, we are committed to providing a safe, nurturing and inclusive environment where every child feels valued, respected and empowered to flourish. Our core values of **courage, peace and respect** underpin this commitment. Bullying, in any form, undermines these values and has no place within our school community. This policy outlines how we prevent, identify and respond to bullying, ensuring that all pupils have the opportunity to thrive academically, socially, and emotionally.

## **Policy Aims**

This policy aims to:

- Provide a safe, supportive and caring environment where pupils can learn and grow.
- Promote a culture where bullying is not tolerated and where respect for all individuals is fundamental.
- Provide clear guidance on how bullying is prevented, identified and addressed.
- Ensure all staff, pupils and parents understand their role in maintaining a safe and supportive environment.

## **Definition of Bullying**

Bullying is defined as deliberate and repeated behaviour that causes harm to another individual or group. It is not an isolated incident, but a pattern of behaviour directed at the same child or group over time. It can manifest in the following ways:

- **Verbal:** Name-calling, threats, spreading rumours or hurtful comments.
- **Physical:** Hitting, kicking, pushing or any other form of physical harm.
- **Emotional:** Excluding, isolating or tormenting someone.
- **Cyberbullying:** Using digital platforms such as social media, texting or emails to harass or harm others.
- **Prejudicial Bullying:** Targeting someone due to their race, religion, gender, sexuality or disability.

## **Legal Framework and Statutory Duties**

Under the following legislation and guidance, Highfield CE Primary School is required to:

- **Education and Inspections Act 2006:** Places a duty on schools to encourage good behaviour and prevent bullying, as well as to ensure pupils' safety.
- **Equality Act 2010:** Requires schools to prevent discrimination and harassment based on protected characteristics such as race, religion, gender, disability and sexual orientation. Schools must promote equality and foster good relations between pupils.
- **Children Act 1989:** Emphasises the importance of safeguarding children and protecting their welfare.

- **Keeping Children Safe in Education (2023):** Stipulates that schools must take appropriate action to prevent bullying, including making it clear that bullying based on protected characteristics is not acceptable.

The school will take all reasonable steps to eliminate bullying in accordance with these legal obligations and to ensure that all children are treated with dignity and respect.

## Prevention Strategies

Highfield CE Primary School promotes a proactive approach to preventing bullying through:

- **Courage:** Empowering pupils to report bullying and take action when they witness harmful behaviour.
- **Respect:** Fostering an inclusive environment where every individual is valued for their uniqueness and differences.
- **Peace:** Encouraging peaceful resolutions through restorative practices, conflict resolution strategies and promoting understanding and empathy.
- **Curriculum:** Providing lessons in Personal, Social, Health, and Economic Education (PSHE), Relationships and Sex Education (RSHE), and collective worship to develop empathy, emotional literacy and resilience.
- **Staff Training:** Providing staff with regular training on bullying prevention, identification and intervention strategies. (<https://nationalcollege.com/courses/bullying-and-harassment-for-educators>, <https://nationalcollege.com/courses/understanding-peer-on-peer-abuse-and-bullying>)
- **Restorative Practices:** Fostering dialogue and reconciliation to help rebuild relationships and restore peace.

## Signs of Bullying

Signs that a child may be experiencing bullying include:

- Unexplained injuries or damaged belongings.
- Withdrawal from social activities or friendships.
- A sudden decline in academic performance or reluctance to attend school.
- Changes in mood, such as anxiety, sadness or irritability.
- Fear of going to school or participating in school activities.

## Our Bullying Rules

The following rules are displayed in classrooms and shared with children (appendix A):

1. **We are kind to everyone.**  
We use kind words and actions to show respect and care.
2. **We include others.**  
We make sure no one is left out on purpose.
3. **We stand up for what is right.**  
If we see bullying, we tell a trusted adult straight away. This shows courage.
4. **We don't join in with bullying.**  
We never laugh at, copy, or support unkind behaviour.
5. **We always tell someone if we are being bullied.**  
Speaking up brings peace and helps stop hurtful behaviour.
6. **We treat others the way we want to be treated.**  
We remember that everyone deserves respect.

## How Children Should Report Bullying

At Highfield CE Primary School, we believe everyone has the right to feel safe, respected, and included. If you see or experience bullying, it's important to speak up with **courage** and help bring **peace** to our school community.

Children will be advised to report bullying if (Appendix B):

- Someone is being hurt on purpose (with words or actions) again and again.
- You see someone else regularly being treated unfairly or unkindly by the same child or children.
- You are continuously feeling scared, left out, or unsafe because of how someone is behaving towards you.

**You can report bullying by:**

- **Telling a trusted adult** – like your teacher, teaching assistant, or another staff member.
- **Speaking to your class worry box.**
- **Asking a friend to help you talk to an adult**, if you don't feel comfortable doing it alone.
- **Talking to a playground buddy or peer mentor.**
- **Telling your parent or carer** and asking them to help you speak to school staff.

Remember: **Telling is not telling tales.** It's showing **courage** and helping to make school a kind and safe place for everyone.

## Responding to Bullying

All incidents of bullying will be addressed promptly and thoroughly (Appendix C). The school will:

- **Listen to the Child:** Ensure that the concerns of the victim are taken seriously and that they feel supported.
- **Investigate Thoroughly:** Collect information from all involved parties, including bystanders.
- **Support the Victim:** Offer support to help the victim recover from the effects of bullying and rebuild their confidence.
- **Work with the Perpetrator:** Engage with the individual responsible for bullying to understand the impact of their actions and work to change their behaviour.
- **Work with the Bystanders:** Encourage children to recognise that if they witness bullying, they have an important role to play in stopping it by speaking up, supporting the person being bullied, or telling a trusted adult.
- **Involve Parents/Carers:** Keep all parents informed throughout the process and encourage their involvement in resolving the issue.

## Procedures

- All cases of bullying or suspected bullying will be recorded by staff on CPOMs
- We will challenge discriminatory and dehumanising language towards gender questioning children, those who have already socially transitioned and transgender adults
- We will challenge repeated mis-naming which is deliberate and intended to cause harm.
- We will challenge any physical harm or sexual harassment.
- We will challenge cyberbullying towards a person because they are gender questioning or identifying as transgender.
- We will deal decisively with any Homophobic, Biphobic and Transphobic (HBT) bullying incidents utilising the challenge, report and support framework. (challenge unacceptable behaviour, including setting standards of acceptable behaviour and reinforcing a culture of dignity and respect; Supporting

the children/young person who has been bullied (and sometime the child/young person who has displayed bullying behaviour and any non-intervening bystanders); Reporting what has happened and monitoring those reports.

- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour

The school should seek professional advice and consult outside organisations for information as appropriate. Some useful contacts are:

Advisory Centre for Education (ACE)	0300 0115 142
Children's Legal Centre	08088 020 008
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

## Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, internal exclusion, suspension or even exclusion will be considered
- If possible, the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## Legal Considerations in Responding to Bullying

In line with our statutory duties, Highfield CE Primary School will ensure that:

- **Victims of Bullying** are protected under the Equality Act 2010, which includes protection against discrimination due to race, religion, gender, disability and sexual orientation.
- **Children with Special Educational Needs and Disabilities (SEND)** are given appropriate protection, as bullying may have a disproportionate impact on them.
- **All Allegations** of bullying based on any of the protected characteristics (e.g., race, religion, gender) are treated seriously, with an emphasis on safeguarding and preventing discriminatory practices.

## Recording and Monitoring

All incidents of bullying are recorded on CPOMS by Teaching Assistants, Teachers, or members of the Senior Leadership Team. These will be logged under the category 'Bullying/Friendship Related Issues'. The Headteacher, a member of the Senior Leadership Team, or a Designated Safeguarding Lead will review these records regularly - at least once every half term. This monitoring helps the school to spot patterns, understand any underlying causes, and plan appropriate preventative actions.

## Roles and Responsibilities

- **Headteacher:** Oversees the implementation of this policy, ensures all staff are trained and ensures legal compliance in handling bullying incidents.

- **Staff:** Must promote positive behaviour, intervene in bullying incidents and ensure that the school's values are upheld in all situations.
- **Pupils:** Are encouraged to demonstrate courage by speaking out against bullying, treating others with respect and contributing to a peaceful school environment.
- **Parents/Carers:** Are expected to support the school in fostering a bullying-free environment, communicating any concerns promptly and supporting their child through any bullying incidents.
- **Governing Body:** Ensures the policy is effective and regularly reviewed and that the school is complying with legal obligations.

## Training and Support

All staff will receive regular training on recognising and responding to bullying, including understanding the legal obligations surrounding bullying prevention and the needs of vulnerable groups (e.g., SEND pupils). Support services, including counselling and peer support systems, will be made available for pupils who experience bullying.

## Prevention

We proactively PREVENT bullying and we TACKLE any bullying which occurs, especially on the basis of protected characteristics.

We will ensure all the members of our school community know and feel that **who** they are is valued, **what** they have experienced in life is understood, and **how** they live and practice what they believe is respected. As a church of England school we will ensure our school culture sends a clear message of welcome and inclusion to children, young people and adults who are LGBT+, together with explicit communication about the unacceptability of HBT bullying.

During PSHE lessons our children will learn (age appropriate):

- There are different families including LGBT+ families.
- We will tackle HBT language and behaviour
- We will ensure children have an awareness of LGBT+ people in community/society
- Learn about difference

We will use a range of methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules as a class, discussing positive behaviour
- signing a behaviour contract or class charter
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- engaging in anti-bullying week
- teaching children about bullying and cyber bullying within ICT and PSHE lessons
- having discussions about bullying and why it matters

## Links to Other Policies

This policy should be read in conjunction with the following school policies:

- Behaviour Policy
- Safeguarding and Child Protection Policy

- Equality and Diversity Policy
- Online Safety Policy

## **Monitoring and Review**

This policy is reviewed annually by the Headteacher and Governing Body to ensure it remains up-to-date and effective. Feedback from pupils, parents and staff will be considered to assess the policy's success and to identify areas for improvement.

## Appendix A



### Our Bullying Rules

The following rules are displayed in classrooms and shared with children:

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3. **We stand up for what is right.** If we see bullying, we tell a trusted adult straight away. This shows courage.
4. **We don't join in with bullying.** We never laugh at, copy, or support unkind behaviour.
5. **We always tell someone if we are being bullied.** Speaking up brings peace and helps stop hurtful behaviour.
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## Appendix B

### **You should report bullying if:**

- Someone is being hurt on purpose (with words or actions) again and again.
- You see someone else regularly being treated unfairly or unkindly by the same child or children.
- You are continuously feeling scared, left out, or unsafe because of how someone is behaving towards you.

### **You can report bullying by:**

- Telling a trusted adult – like your teacher, teaching assistant, or another staff member.
- Speaking to your class worry box.
- Asking a friend to help you talk to an adult, if you don't feel comfortable doing it alone.
- Talking to a playground buddy.
- Telling your parent or carer and asking them to help you speak to school staff.

**Remember: Telling is not telling tales. It's showing courage and helping to make school a kind and safe place for everyone.**

## Appendix C

# Responding to Bullying

All incidents of bullying will be addressed promptly and thoroughly.

The school will:

**Report your concern;** We will ensure that your concerns are taken seriously and that you feel supported.

**Investigate Thoroughly:** We will collect information from all involved, including bystanders.

**Support You:** We will support and help you recover from the effects of bullying and rebuild your confidence.

**Work with the person who has bullied:** We will engage with the person responsible for bullying to understand the impact of their actions and work to change their behaviour.

**Involve Parents/Carers:** We will keep parents informed throughout the process and encourage their involvement.