



ANTI-BULLYING POLICY HUBY CE PRIMARY SCHOOL

'Whatever you do, work at it with all your heart' Colossians 3v23

'Only my best will do. Be kind to one another'

Huby CE Primary School is committed to the principles of inclusion, equal opportunity and justice. We believe that bullying behaviour is **totally unacceptable and however it manifests itself will not be tolerated at Huby CE (VC) Primary School**. This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it. This policy should be read in conjunction with the school's Behaviour Policy.

Definition of Bullying:

Bullying is **purposeful** and **repeated** action conducted by an individual or group and directed against an individual.

Bullying can be:

- **Emotional** -being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** - pushing, kicking, hitting, punching or any use of violence.
- **Racist**- racial taunts, graffiti, gestures.
- **Sexual**- unwanted physical contact or sexually abusive comments.
- **Homophobic**- because of, or focusing on the issue of sexuality.
- **Verbal**- name-calling, sarcasm, spreading rumours, teasing.
- **Cyber**- All areas of social media, such as email, Instagram & internet chat room misuse, mobile threats by text messaging & calls.

Aims:

- To promote a secure and happy school environment free from threat, harassment and any type of bullying behaviour.
- To encourage the self-esteem of all members of the school community.
- To protect and treat others equally, who may have different gender, culture, customs, needs, history, language or beliefs, and encourage respect for all.
- To show commitment to overcoming bullying by practising zero tolerance.
- To ensure that the whole school understands what bullying means through PSHCE, RE, Collective Worship, educational visits and visitors in school.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.

Whole School and Individual Staff Responsibilities

- Take appropriate action in line with this policy (see Procedures below) and the school's Behaviour Policy, or refer the matter to the Head teacher for further action.
- Complete CPOMS for recording bullying incidents and always report incidents to the Headteacher.
- Never ignore suspected bullying.
- Listen carefully to all accounts and allegations of bullying and investigate as fully as possible.

- Follow-up that bullying has not resumed.
- Use of a range of teaching and learning styles and strategies which challenge bullying.
- Support those children who have been bullied, or have bullied others, appropriately and with sensitivity.
- Foster the appropriate knowledge of, and attitudes towards, bullying, through E Safety lessons, PSHE, RE, Collective Worship, educational visits and visitors in school.
- Promote equality and diversity through teaching and through relations with pupils, staff, parents and the wider community.
- Act as positive role-models themselves.

The Headteacher will:

- Ensure that the policy and its related procedures and strategies are implemented.
- Ensure that all staff are aware of their responsibilities under the policy and that they are given appropriate training and support to help them fulfil these responsibilities.
- Take disciplinary action against staff or pupils who bully.

The SENCO will:

- Aid teachers in supporting children who have bullied or have been bullied.
- Contact outside agencies when appropriate.
- Will regularly review CPOMS.

Governors will:

- Be well-informed through the leadership of the Headteacher.
- Ensure that the school complies with relevant bullying legislation.
- Support the staff in implementing the school's Anti-Bullying Policy.
- Maintain an overview of implementation of the Anti-Bullying Policy; this will be a regular agenda item at governor meetings.

Parents will:

- Support the school's Anti-Bullying Policy.
- Approach class teachers initially over concerns about bullying. The school needs to be aware of a problem, so it can be dealt with effectively.
- Make an appointment with the Headteacher if a satisfactory outcome to their problem is not achieved by the class teacher.
- Act as role-models when in school themselves.
- Use their influence on their children to support the school and its staff in promoting anti-bullying.

Children will:

- Aim to maintain good personal relationships between themselves, other pupils and members of staff, based on mutual **trust** and **respect**.
- Show **care** and **consideration** at all times for the welfare of all members of the school, regardless of gender, race, ethnic background, colour, religion, disability, age or status.
- Report any experiences or concerns over bullying to a member of staff of their choice.
- Discuss any incidents and will try to give the facts clearly and **honestly**.
- Take **responsibility** for their own behaviour and its consequences.

Procedures:

The following steps may be taken when dealing with incidents of bullying:

- Investigate all allegations as fully and as quickly as possible by interviewing all involved parties and aim to establish the root cause.

- Listen carefully to all accounts and provide opportunities for children or adults to express concerns over bullying.
- Maintain confidentiality if necessary.
- Clearly record allegations or incidents of **all** bullying on CPOMS. If it is deemed necessary, inform the Headteacher.
- Ensure all staff members are informed of the allegation so the issue can be monitored closely.
- Make clear links between the Anti-Bullying Policy and the Behaviour Policy when employing appropriate sanctions.
- Involve and inform the parents and carers of both the bullied and the bully.
- Follow up allegations to check the bullying has not resumed.
- Set up peer-support systems if appropriate.
- If necessary, work in partnership with outside agencies, such as Compass Phoenix, Early Help, Social Services or the Police.

Date reviewed: September 2025

Date of next Review: September 2026

Reviewed and Approved by Full Governing Body: 29/9/25

This policy is reviewed annually