



**HUBY C of E
PRIMARY SCHOOL**

Anti-Bullying Policy

Shining Together Through Curiosity, Connection and Courage.

***Guided by Christian values, we inspire every child to let their light shine
through a love of learning.***

'Let your light shine for all to see' Matthew 5:16

Approved by:	Full Governing Body	Date: September 2026
Last reviewed on:	September 2025	
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bullying behaviour is **totally unacceptable and however it manifests itself will not be tolerated at Huby C of E (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 and Relationships 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 and internet chat room misuse, mobile threats by text messaging and calls. This includes bullying that occurs on school-provided platforms (such as learning management systems or school email) and on external social media platforms, whether during school hours or outside school hours.

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.
- To provide clear reporting mechanisms and support pathways for victims and perpetrators of bullying.
- To monitor and evaluate the effectiveness of anti-bullying strategies and use data to inform continuous improvement.

Whole School and Individual Staff Responsibilities

- Take appropriate action in line with this policy (see Procedures below) and the school's Behaviour and Relationships 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.
- Oversee the monitoring and evaluation of anti-bullying effectiveness, including regular review of CPOMS data and incident patterns.
- Report annually to governors on bullying trends, patterns and the effectiveness of prevention strategies.

The SENCO will:

- Aid teachers in supporting children who have bullied or have been bullied.
- Contact outside agencies when appropriate.
- Will regularly review CPOMS.
- Support the Headteacher in analysing bullying data by type, location and demographics of those involved.

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.
- Receive annual reports on bullying trends, patterns and the effectiveness of anti-bullying strategies.
- Review and approve updates to anti-bullying prevention strategies informed by data analysis.

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.
- Report cyber-bullying incidents involving external social media platforms to the school, providing relevant evidence where possible.

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.

Reporting Bullying

All bullying incidents, including cyber-bullying, must be reported to a member of staff. Reports can be made by:

- Telling any member of staff in person.
- Emailing the Designated Safeguarding Lead (DSL) or Headteacher.
- Making a CPOMS entry (where staff have access).

Cyber-bullying Reporting

Cyber-bullying reports should be made using the same reporting channels as above. When reporting cyber bullying, please provide:

- The nature of the incident and the platform(s) involved.
- Screenshots or evidence where possible.
- Whether the incident involves school-provided platforms (e.g. school email, learning management systems) or external social media.
- The timing of the incident (during or outside school hours).

School Response to Cyber-bullying

Incidents occurring on school-provided platforms during school hours are the direct responsibility of the school and will be investigated and acted upon in accordance with this policy and the Behaviour and Relationships Policy.

Incidents occurring on external social media platforms may fall outside the school's direct jurisdiction; however, the school will:

- Take seriously any report that impacts the wellbeing or safety of pupils or staff.
- Provide support and guidance to affected pupils and parents.
- Work with parents and external agencies (such as the Police or social media platform providers) where appropriate.
- Advise parents on reporting mechanisms available through external social media platforms.
- Not investigate incidents occurring outside school hours on non-school platforms unless they pose a safeguarding risk, involve school staff, or significantly impact the school community.

Investigation and Action

The following steps will 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.

Support for Children Who Have Been Bullied

Children who have experienced bullying will receive:

- Immediate pastoral support and reassurance.
- Regular check-ins with a designated member of staff.
- Access to peer-support systems where appropriate.
- Involvement of parents/carers in support planning.
- Referral to external agencies (e.g. counselling services) where additional support is needed.

Support for Children Who Have Bullied Others

Children who have bullied others will receive support that is appropriate and sensitive, with the aim of helping them understand the impact of their behaviour and develop more positive relationships. This support will include:

- A restorative meeting facilitated by a member of staff, where the child who has bullied is helped to understand the harm caused and encouraged to take responsibility for their actions. Where appropriate, this may involve a meeting between the child who bullied and the child who was bullied, with trained facilitation.
- Clear communication with parents/carers about the incident, the impact on others, and the support plan.
- A reintegration plan with clear timelines and expectations for behaviour change, monitored by staff.
- Regular review meetings (at least half-termly) to assess progress and adjust support as needed.

For repeat offenders or children displaying persistent bullying behaviour:

- Escalation to the Headteacher and SENCO for further assessment.
- Consideration of involvement from external agencies, such as educational psychology services, to identify underlying causes and inform targeted intervention.
- Involvement of parents/carers in multi-agency planning where appropriate.
- Possible involvement of the Local Authority or other support services.

Monitoring and Evaluation

The school is committed to monitoring the effectiveness of this policy and using data to inform continuous improvement.

CPOMS Review

The SENCO and Headteacher will review CPOMS records on a half-termly basis to identify:

- Patterns and trends in bullying incidents (by type, location, time of day).
- Demographics of those involved (age, year group, protected characteristics).
- Effectiveness of interventions and support provided.
- Any emerging concerns or escalating incidents.
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Data Analysis and Reporting

The Headteacher and SENCO will analyse bullying data termly and report to governors annually on:

- Overall numbers and types of bullying incidents.
- Trends over time (e.g. increases or decreases in specific types of bullying).
- Locations where bullying most frequently occurs.
- Patterns relating to protected characteristics or vulnerable groups.
- Effectiveness of prevention strategies and interventions.
- Impact of staff training and awareness-raising activities.

Annual Review and Strategy Updates

Findings from data analysis will inform:

- Updates to prevention strategies and teaching approaches.
- Identification of areas requiring additional staff training or resources.
- Adjustments to reporting and support procedures.
- Whole-school awareness campaigns or targeted interventions.

