



2025

Anti-Bullying Policy STATUTORY

Approvals

Signed by:	Sam Smith
Position:	Chair of Governors
Signature:	

Record of Updates		
Date Updated	Additional Information	Updated by
September 2022	Annual Policy Review	Headteacher
18.03.25	Policy Review	Jackie Livermore

Rationale:

Curridge Primary School is committed to promoting equality, diversity and an inclusive and supportive environment for its children and staff and affirms the rights of individuals to be treated fairly and with respect. We recognise that the most effective way of minimising bullying is to provide a positive atmosphere of caring and friendship, through the ethos of the school and our key school values. Every child and member of staff at Curridge Primary School should be valued and be able to learn and work without anxiety or fear from bullying.

We believe that bullying of any kind is totally unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. No one deserves to be a victim of bullying. We believe that where bullying is challenged effectively pupils will feel safe and happy. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

Aims:

At Curridge Primary School, we acknowledge that bullying may happen to children and that bullying can happen to adults in the workplace. When bullying does occur, everyone should feel able to tell and know that incidents will be dealt with promptly and effectively in accordance with our school's *Anti-Bullying Policy*.

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. We are committed to ensuring that the school community works together to create a happy, safe, caring and stimulating environment. We continually reinforce the message '*Be an Upstander not a Bystander*' which means everyone is encouraged to speak out if they see anyone being treated in a way that causes concern.

The implementation of this policy will create:

An ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school community have the responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

Within Curridge Primary School we want:

- All children to feel safe to learn, play and enjoy the company of others
- All children and adults to be treated fairly, with respect and dignity
- All adults to feel happy and safe in the workplace
- Everyone to listen carefully to what children and adults have to say and treat all accounts with due seriousness

The school will set about doing this the following ways:

- The school will meet the legal requirements for all schools to have an anti-bullying policy in place
- The school will work closely with other professional agencies to ensure that children stay safe
- All governors, teaching and non-teaching staff, pupils and parents/carers will have an understanding of what bullying is
- All governors, teaching and non-teaching staff, pupils and parents/carers will know what the school policy is on bullying
- Pupils and parents/carers will be assured that they will be supported when bullying is reported
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PSHE lessons, circle time etc) will be used throughout the school to reduce opportunities for bullying to occur
- A positive, caring ethos will be created within the school environment where everyone can work and express themselves free from fear of being bullied

Rights and Responsibilities:

It is the right of every child and member of staff at Curridge Primary School to feel safe from verbal, mental and physical abuse.

It is the responsibility of every child and adult at Curridge Primary School to:

- Communicate to someone if any of their rights are being abused
- Communicate to someone if they have observed someone else's rights being abused
- Try to prevent abuse and try to improve the life of someone whose rights have been abused

The Head Teacher is responsible for:

- Overall monitoring of bullying and the Anti-Bullying Policy within the school
- Dealing with incidents of bullying between adults
- Following up any situations to a satisfactory resolution
- Keeping records of any incidents of bullying observed, disclosed or suspected on the relevant platforms
- Liaising with parents regarding concerns over bullying
- Implementing any sanctions or behaviour management programmes to support the victim to develop strategies for coping or the bully to change their behaviour

What is bullying?

Bullying is not:

- Harm caused accidentally
- Minor disputes
- Occasional friendship difficulties
- Occasional loss of temper/angry responses to an incident
- Teasing/making jokes where there is no intention to upset another individual

These incidents will be resolved using a restorative approach where all parties involved are able to discuss the incident in order to reach an agreement which is acceptable to all individuals involved and which enables them to accept responsibility for their own actions and consider how to avoid the same situation in future. Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

At Curridge Primary School we define bullying as follows:

*Bullying is when an individual or group **deliberately** hurts another or makes them feel unhappy. Bullying behaviour will be repeated over a period of time and is difficult for the victim to defend against. Bullying may be **racist, sexist, or homophobic**. People can be bullied for any reason; because of the way they look, because of their religion, their age, because of a learning or physical disability for example.*

Bullying is a blight on the lives of our children which inhibits full participation in education and learning, cultural, social and leisure activities. Bullying may involve complicity that falls short of direct participation by, for instance, manipulating a third party to tease or torment someone. It may be overt and intimidatory but is often hidden and subtle. It includes actions or comments that are racist, religious or cultural, homophobic, transphobic, sexist, sexual or which focus on disabilities or other physical attributes (such as hair, colour or body shape) or any reference to

Special Educational Needs and/or disability. Whatever the reason, bullying is never acceptable and will not be tolerated at Curridge Primary School.

Bullying can take many forms, but three main types are:

- **Physical** – hitting, kicking, spitting, demanding money or belongings.
- **Verbal** – name calling, insults making racist, sexist, homophobic or offensive remarks.
- **Indirect** – excluding or ‘blanking’, spreading gossip, damaging property, offensive or abusive emails, text messages or posts on websites – known as **‘cyber bullying’**. We believe that bullying someone by email or text messages is still hurtful and will be dealt with in the same manner.

Cyber Bullying:

Our school community has a clear awareness of the risks posed to pupils from cyber bullying and recognises the shared responsibility we have to ensure its prevention. We recognise that cyber bullying can:

- Be conducted in a variety of different ways including via mobile phones, social media sites and the internet
- Be carried out anonymously and/or by people completely unknown to the receiver
- Be carried out by people of all different ages
- Be carried out at any time of day or night

To prevent cyber bullying the school will:

- Regularly promote awareness of the risks of cyber bullying and safe practices when using technology through regular work in the classroom as well as an annual show and workshop
- Ensure that any mobile phones brought onto the premises by pupils are kept in the school office

Should any incidents or suspected incidents of cyber bullying occur, they will be dealt with following the procedures outlined in this policy and will be logged by the Head Teacher.

Signs and symptoms of bullying:

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these signs and investigate further if a child:

- Is frightened of walking to or from school
- Begins truanting
- Becomes withdrawn, anxious or lacking in confidence
- Feels ill in the morning
- Begins to underperform in school work
- Has possessions go ‘missing’
- Asks for money or starts stealing money (to pay the bully)
- Is frightened to say what’s wrong

NB this is not a definitive list but suggests some of the signs and symptoms.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

What can you do if you are being bullied?

We want everybody to feel confident to report bullying whenever and wherever it happens and get the help they need to feel safe again. If someone is bullying you, it is important to remember that it is not your fault and there are people that can help you. Tell someone you trust, giving them as many facts as you can. (Who? Where? What? Why? When? How?) In school, children can talk to any adult. Most children might tell their class teacher or class teaching assistant but you can talk to any adult in school and they will help you to tackle the bullying.

What can you do if you see someone else being bullied?

Ignoring bullying is cowardly and unfair to the victim. Staying silent means that the bully has won and gives them more power. There are ways you can help without putting yourself in danger, for example tell a member of staff as soon as possible or ask someone you trust about what to do. **Be an Upstander not a Bystander**

Strategies in school for the prevention of bullying:

Everyone is responsible for ensuring that bullying is not tolerated at Curridge Primary School. Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing opportunities for bullying to occur. These include:

- Each class agreeing on their own set of class rules
- Making national Anti-Bullying Week a high profile event each year
- Raising awareness through assemblies, work in PSHE lessons and circle time discussions
- Setting up support networks (ELSA, Nurture groups) to support individuals and groups experiencing difficulties
- Using these groups to help children be assertive and teach them strategies to help them deal with difficult situations.
- Using playground improvements and initiatives, e.g. Peer Mentors, Kindness Ambassadors
- Using praise and rewards to reinforce good behaviour
- Involving parents and the wider community.
- Multi agency work – working with social services, police etc.

What happens if bullying occurs outside of school?

Bullying may also happen on the way to and from school. In such cases, the Head teacher is authorised to deal with such incidents but will do so in accordance with the school's policy.

At Curridge Primary School, we care about our pupils' welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the local Community Police Officer about any problems.
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises.
- Map out safe routes to school for children.
- Discuss coping strategies with parents.
- Talk to the children about how to handle or avoid bullying outside the school premises.

Procedures for reporting and dealing with bullying incidents:

Any concerns which are reported will be treated seriously and dealt with immediately in order to determine the most effective approach to resolving the issues identified. The exact course of action will vary with each situation but the main objectives should be that bullying incidents are identified, brought into the open, recorded discussed and that strategies are agreed to help resolve the problem. In all incidents of bullying observed, disclosed or suspected, it is important to ensure that:

- Staff listen and speak to all children involved about the incident separately
- Appropriate action is taken quickly to end the bullying behaviour
- Appropriate advice is given to help the victim
- Staff reinforce to the bully that their behaviour is unacceptable and they will be given a warning

- The bully is asked to genuinely apologise for what they have done
- Work is done with the bully (For example with the ELSA or in circle times) to help them understand and change their behaviour including investigating the underlying reasons as to why they are bullying
- Parents are informed and invited into the school to discuss the problem. This meeting may be with the class teacher and/or head teacher and/or assistant head teacher
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
- Appropriate records are kept of all incidents
- There may be a fixed term or permanent exclusion at the Headteacher's discretion.

These are minimum sanctions. In very serious cases, where there is reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm, the incident is treated as a child protection (CP) concern and it will be necessary to make a report to Children's Services or the Police.

Race Equality/Inclusion Statement:

The policies, system and practices at Curridge Primary School set out to promote community cohesion and to provide a high quality educational experience for all children. We do not tolerate any form of racism, bullying or harassment. Staff aim to maximise the potential of all our pupils through:

- Setting suitable learning challenges.
- Responding to children's diverse needs.
- Overcoming potential barriers to learning.

We recognise that it is the responsibility of the entire school community to seek to provide equality of opportunity for all our children regardless of culture, language, religion, ethnicity, ability, disability, gender, sexuality or social circumstance.

This policy is available on the school website and in the school's policy file. It should be read in conjunction with the following policies:

- Child Protection and Safeguarding Policy
- Equality Policy
- Positive Management of Behaviour Policy
- SEND Policy

This anti-bullying document is also compliant with:

- Equality Act, 2010
- SEND Code of Practice 2014: 0 to 25 years, January 2015
[SEND Code of Practice January 2015.pdf \(publishing.service.gov.uk\)](#)
- Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies, July 2017
[Preventing and tackling bullying \(publishing.service.gov.uk\)](#)
- Keeping Children Safe in Education, DFE, September 2021
[Keeping children safe in education - GOV.UK \(www.gov.uk\)](#)

Further References:

Preventing and tackling bullying, Advice for Headteachers, staff and governing bodies, DFE, July 2017

[Preventing and tackling bullying \(publishing.service.gov.uk\)](#)

Cyberbullying: Advice for Headteachers and school staff, DFE, 2014

[Department for Education - \(publishing.service.gov.uk\)](#)

www.cyberbullying.org

Childline: 0800 1111: <http://www.childline.org.uk/Pages/Home.aspx>

Monitoring and evaluation of the policy:

To ensure the policy is effective, it will be regularly monitored and evaluated by the Governing Board

Useful links and supporting organisations:

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: [cyberbullying-and-send-module-final\(1\)_1.pdf \(anti-bullyingalliance.org.uk\)](http://www.anti-bullyingalliance.org.uk/cyberbullying-and-send-module-final(1)_1.pdf)
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0to-25

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/ukcouncil-for-child-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying □ DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org

- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
- Disrespect No Body: <https://www.gov.uk/government/publications/disrespect-nobody-campaign-posters>
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying/responding-sexual-and-sexist#:~:text=If%20you%20have%20a%20concern,to%20respond%20to%20the%20concern.>
- www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)

www.gov.uk/government/publications/preventing-and-tackling-bullying