



Together we learn, we care, we achieve –
for ourselves, for each other, and for the community in which we live.

ANTI-BULLYING POLICY

Review date: November 2025

Next review date: November 2027

Introduction

This policy forms an integral part of the school's Behaviour Policy. Our approach to bullying is proactive and preventative, supported through ongoing personal, social and moral education, alongside clear procedures for responding to incidents.

Bullying is taken seriously and may be considered a safeguarding concern where it is persistent, severe or linked to peer-on-peer abuse. All staff have a duty to act in line with the school's Child Protection Policy.

Rationale

Everyone at The Abbey CE VA Primary School has the right to feel safe, secure and valued. Bullying undermines this and prevents equality of opportunity. It is therefore the responsibility of the whole school community to prevent and address bullying.

As a Church of England school, our approach is rooted in our Christian vision: *Together we learn, we care, we achieve – for ourselves, for each other, and for the community in which we live.* We are guided by values of respect, compassion, forgiveness and dignity. These values underpin how we treat one another and how we respond to conflict and harm.

We aim to:

- Develop pupils' understanding of what constitutes bullying
- Ensure pupils feel confident to report concerns
- Provide support for those affected
- Maintain a strong anti-bullying ethos across the school

Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying is often:

- Deliberately hurtful
- Repeated over time
- Difficult for the victim to defend themselves

We teach pupils the child-friendly definition: **STOP – Several Times On Purpose**.

Bullying may include:

- **Physical:** hitting, kicking, taking belongings
- **Verbal:** name-calling, insults, threats
- **Indirect:** spreading rumours, exclusion

Bullying can also be linked to protected characteristics, including race, religion, gender, sexual orientation, disability or perceived differences.

Types of Bullying

Bullying can take many forms, including:

- Bullying related to special educational needs or disabilities (SEND)
- Racist bullying
- Religious bullying
- Sexist bullying
- Homophobic bullying
- Appearance-based bullying
- Cyberbullying

Peer-on-Peer Abuse

The school recognises that bullying can be a form of peer-on-peer abuse. This may include physical, emotional or sexual harm, including harmful sexual behaviour.

The school is committed to a zero-tolerance approach to bullying to minimise risk and ensure all pupils are safe.

Legal Framework

This policy is informed by:

- The Education and Inspections Act 2006
- The Equality Act 2010

The school has a duty to prevent all forms of bullying and to promote equality and inclusion.

Aims

- To make clear that bullying is unacceptable
- To create a respectful and inclusive environment
- To ensure all incidents are reported and followed up
- To support both victims and those displaying bullying behaviour
- To monitor incidents effectively

Prevention

Through our curriculum, particularly PSHE and RE, pupils are taught about:

- Respect and relationships
- Empathy and emotional literacy
- Forgiveness and reconciliation
- Recognising and responding to bullying

This is reinforced through collective worship, assemblies, class discussions and daily interactions, reflecting our Christian vision and values.

Procedures

- All staff are vigilant and take reports seriously
- Pupils are encouraged to report concerns to a trusted adult
- Incidents are investigated promptly
- Parents are informed where appropriate
- All incidents are recorded on CPOMS

A restorative approach is used where appropriate to resolve issues and prevent recurrence.

Support and Sanctions

Pupils who have been bullied will be supported through:

- Reassurance and monitoring
- Opportunities to talk
- Ongoing staff support

Pupils displaying bullying behaviour will:

- Receive appropriate sanctions in line with the Behaviour Policy
- Be supported to understand and change their behaviour

Where appropriate, a restorative approach will be used, reflecting our commitment to forgiveness, reconciliation and restoring relationships.

Cyberbullying

The school recognises the increased risk of bullying through technology. Pupils are taught to use technology safely and responsibly.

The school works with parents and follows guidance from national online safety organisations.

Recording and Monitoring

All bullying incidents are recorded on CPOMS and monitored by senior leaders.

Patterns and trends are analysed to inform future practice.

Parental Involvement

Parents will be informed of serious or repeated incidents and will be expected to support the school in addressing concerns.

Review

This policy will be reviewed regularly to ensure its effectiveness and relevance.

At The Abbey CE VA Primary School, we believe that everyone is made in the image of God and has the right to feel safe, valued and respected.