



Glenthorne Community Primary School

Anti-Bullying Policy

(based on examples given by NSPCC)

Glenthorne Community Primary School works with children and families as part of its activities.

These include: anti-bullying weeks and discussion through book study and PSHE. We also have a variety of times throughout the year whereby families work together in workshops and activities. We also have meetings with families at least twice a year.

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of Glenthorne Community Primary School, including senior managers and the board of governors, paid staff, volunteers, sessional workers, agency staff and students.

Separate documents set out:

- our code of behaviour for children, young people and adults
- our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.

See our information about behaviour management and codes of conduct

What is bullying?

Bullying includes a range of abusive behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally

<https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying-cyberbullying>

Bullying behaviour includes:

It can involve people of any age, and can happen anywhere – at home, school or using online platforms and technologies (cyberbullying). This means it can happen at any time.

Bullying encompasses a range of behaviours which may be combined and may include the behaviours and actions we have set out below.

Verbal abuse:

- name-calling
- saying nasty things to or about a child or their family.

Physical abuse:

- hitting a child
- pushing a child
- physical assault.

Emotional abuse:

- making threats
- undermining a child
- excluding a child from a friendship group or activities.

Cyberbullying/online bullying:

- excluding a child from online games, activities or friendship groups
- sending threatening, upsetting or abusive messages
- creating and sharing embarrassing or malicious images or videos
- 'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games
- voting for or against someone in an abusive poll
- setting up hate sites or groups about a particular child
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.

Bullying and cyberbullying can be a form of discrimination, particularly if it is based on a child's disability, race, religion or belief, gender identity or sexuality.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. NSPCC Learning provides summaries of the key legislation and guidance on:

- <https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying-cyberbullying>
- <https://learning.nspcc.org.uk/online-safety/preventing-online-abuse-and-harm>
- <https://learning.nspcc.org.uk/child-protection-system>

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- putting clear and robust anti-bullying procedures in place.

Our regular discussions with staff, volunteers, children, young people and families will focus on:

- group members' responsibilities to look after one another and uphold the behaviour code
- practising skills such as listening to each other
- respecting the fact that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well.

Responding to bullying

We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

More information about responding effectively to bullying is available:

<https://learning.nspcc.org.uk/child-abuse-and-neglect/recognising-and-responding-to-abuse>

Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our organisation.

Find out more about:

<https://learning.nspcc.org.uk/safeguarding-child-protection/children-from-black-asian-minoritised-ethnic-communities>

<https://learning.nspcc.org.uk/safeguarding-child-protection/deaf-and-disabled-children>

<https://learning.nspcc.org.uk/safeguarding-child-protection/lgbtq-children-young-people>

<https://learning.nspcc.org.uk/safeguarding-child-protection-schools/safeguarding-children-with-special-educational-needs-and-disabilities-send>

What can children do if they are being bullied?

- Tell someone that they can trust – it can be a teacher, a teaching assistant, a member of the lunchtime team, a parent, a friend, a prefect or a relative. Generally it is best to tell an adult they trust straight away. They will get immediate support.
- Tell themselves that they do not deserve to be bullied and that it is wrong.
- Try not to show the bully that they are upset. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. Bullies usually pick on individuals.
- Write down the problem and give it to an adult member of staff.

What can children do if they know someone is being bullied?

- They should tell an adult immediately. Teachers will deal with the bully without getting them into trouble.
- Do not join in with, or become an audience to, inappropriate behaviour.
- If you feel able to, help the 'bully' understand what they are doing is wrong by explaining they are upsetting someone else.

Strategies for dealing with bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. If bullying is suspected/reported:

- The head teacher will be informed.
- A member of staff will be nominated to carry out an initial investigation.
- The member of staff will talk to and listen to the suspected victim, and any witnesses, making sure that the children feel safe to talk.
- The member of staff will talk to the bully about what has happened, to discover why they became involved. They will make it clear that bullying is not tolerated at Glenthorne Community Primary School.
- The problem will be identified and possible solutions agreed.
- Processes from the behaviour policy will be applied.
- Parents will be informed on all matters identified as bullying.
- If the situation is not resolved, then the headteacher, working with the Special Educational Needs Coordinator (SENCo) where relevant, will intervene and a behaviour plan may be written.
- All incidents of bullying will be recorded as such on our Arbor Behaviour Tracking system.

Action to be taken to support the victim:

- Environmental changes will be made if necessary – classroom, playground to ensure that child feels more secure.
- Staff must communicate with other staff and record, where relevant, any incidents or concerns on our Arbor behaviour system.
- The situation will continue to be monitored by all staff to ensure no repetition. Children will be observed at break times, lunchtimes and in the classroom. Any follow-up findings will be recorded in child's record.
- Key friends identified by the child will be asked for extra support.

- The child will nominate an adult in school whom they trust and feel they can talk to.
- The child will be made aware of the importance of immediate reporting of any further incidents.
- Parents will be invited into school so that action taken can be shared.
- The SENCo and the class teacher will work together to assess whether the child needs support in the development of social skills – assertiveness, language skills.

Action to be taken to support the bully:

Type and method of support will depend on individual needs, age and maturity of the child.

- It may be suggested that the children involved meet with the support of their class teachers.
- It will be made clear to the child that their behaviour is unacceptable because of the effect that it is having on the other child.
- The child may be asked what they hoped to gain by their behaviour – if their answer indicates that a need is not being met, then this will be addressed through discussion with parents.
- The child will be reminded that they are responsible for their behaviour and there are consequences for poor behaviour. Sanctions for behaviour may include the removal of breaks, lunchtimes – parents will be informed which sanctions will be used. If further sanctions are needed the Headteacher may use exclusion, but this is a last resort and is not a cure. Incidents which result in this will be reported to the governing body.
- Following the implementation of a behaviour plan, if the behaviour persists, then outside agency support may be requested to address the needs of the child, with the permission of parents.

Role of Parents and Carers

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, please inform school. Your complaint will be taken seriously and appropriate action will follow.
- If you feel your child has been bullied by another child, please do not approach that child or the child's parent on the playground, please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- Take time to talk to your child and establish if the behaviour is 'bullying' using the earlier definition as children can use the terminology incorrectly, which can create unnecessary anxiety for all. Reassure them even a one off incident will be taken seriously and dealt with at school by following the schools behaviour policy.

Related policies and procedures

This policy statement should be read alongside our organisational policies and procedures including:

- Safeguarding policy
- Managing allegations made against a child or young person
- Managing allegations of abuse made against staff and volunteers
- Code of Conduct for staff and volunteers
- Equality, diversity and inclusion policies

Contact details

Nominated anti-bullying lead Name: Mr D Thompson

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Senior lead for safeguarding and child protection (for example safeguarding and child protection trustee)

Name: Miss R Woodall

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NSPCC Helpline 0808 800 5000

This Policy was agreed by Governors on:

Chair of Govs: Mrs M Such

Headteacher: R Woodall

Date: January 2026

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This Policy will be reviewed by: January 2028