



LONGWORTH UNDENOMINATIONAL PRIMARY SCHOOL	
POLICY DOCUMENT	
Anti-Bullying Policy	Policy No: LPS-04 Issue No: 07
Next Review Date: November 2027	Date: November 2025

This policy was developed in consultation with staff, governors, students and parents. It is a standing policy and will be reviewed in light of legislation and changes in best practice.

Definition

Bullying is the deliberate hurting of another person and can be direct or indirect. It can hurt physically or emotionally. It is a pattern of behaviour and happens more than once, over a period of time.

Methods and Practices of bullying can be:

Physical: kicking, hitting, spitting, pushing, taking and damaging belongings, or threatening to do any of these things

Verbal: name calling, taunting, threats, offensive or discriminatory remarks, whether about people or objects

Indirect, emotional or relational: spreading hurtful and untruthful rumours or nasty stories, gossiping, excluding from social groups, forcing someone to do something against their will, tormenting, "dirty looks", or producing offensive graffiti

Sexual: inappropriate or unwanted physical contact, verbal comments or cyber messages of a sexual nature.

Based on differences e.g. race, ethnicity, disability or special needs, gender: racial taunts and other discriminatory or derogatory language including homophobic comments, graffiti, gestures or any of the above which is prejudicial to an or all of the groups mentioned above.

- Any form of behaviour which is the result of a specific strategy to make an individual feel miserable
- Organising others to do any of the above
- Excluding an individual in such a way that they are made to feel vulnerable and different in a bad way

Incidents of bullying are rare at Longworth Primary School. This does not mean bullying will not happen and one incident is one too many for the child concerned and for the school.

The school always takes all cases of bullying seriously and will not tolerate bullying in any circumstances.

Off -site bullying

The school has an enduring interest in the welfare and conduct of its pupils and will respond positively to any information it receives about bullying outside school, for example in journeys to and from school, in after school activities, or through use of technology such as the internet or mobile phones outside of school hours.

The Education and Inspections Act 2006 gives Head teachers the power “to such an extent as is reasonable to regulate the behaviour of pupils when they are off the school site (which is particularly pertinent to regulating cyberbullying)”.

To help prevent and reduce off-site bullying the school will:

- Talk to the Headteachers of other schools whose children may be involved in bullying off the premises;
- Discuss coping and preventative strategies with parents
- Educate pupils about how to handle or avoid bullying outside the school premises, including cyberbullying and e - safety information

How bullying incidents will be dealt with

Bullying will be investigated and dealt with quickly, sensitively, fairly and firmly, using the Restorative Approaches.

Students can report it to any member of staff or a trusted friend, in the knowledge that it will be taken seriously and dealt with effectively.

Strategies to support those bullied and bullying

The following strategies are in place to support students and staff who have been bullied:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Providing reassurance that the bullying will be addressed
- Offering continuous support to develop self - esteem, assertiveness and confidence
- The use of specialist interventions and/or referrals to other agencies e.g. educational psychologist, MHST.
- A “safe place” can be made available, e.g. a classroom, the Library, or an office
- A named person of the affected person’s choice who can be ‘instantly’ available for 1:1 support within a confidential relationship
- The opportunity to meet with the person bullying for a restorative justice meeting if appropriate

The following strategies are in place to support and work with pupils who have been bullying:

- Discussing what happened with a member of staff, including an exploration of how and why the pupil became involved, and what they need to resolve the situation
- Providing reassurance that their needs will be addressed
- Offering continuous support to develop self - esteem, empathy, assertiveness and confidence
- The opportunity to meet with the person bullied for a restorative meeting if requested by both parties.
- Opportunities to address their behaviour

In addition peer support schemes can be used to provide follow up support to either party, such as:

- Circle of Friends - A small number of pupils volunteer to support and help an individual who is experiencing difficulties.
- Peer Support — similar to above but less formalised.
- Group work amongst peers, led by staff to tackle underlying issues

Monitoring and Review

The school regularly monitors levels of bullying through the following measures:

- Follow up after each incident to review effectiveness of response
- Undertaking regular questionnaires and surveys for the whole school community to monitor the extent of bullying in the school and the effectiveness of the anti - bullying policy;
- Focus groups
- Systematic recording and review of incident forms to inform policy and procedures

This policy is reviewed and updated in response to intelligence gathered in the above ways, for example to target measures towards particularly vulnerable groups.

Education and information

Education and awareness - raising about diversity, discrimination and bullying is delivered through:

- The curriculum (Circle time, PSHE lessons, Nurture Groups, Forest School), where issues surrounding bullying and any ideas to make situations better can be discussed, for example exploring:
 - Diversity, tolerance and discrimination
 - Why do people bully each other?
 - What are the effects of bullying on the bullied, on bullies, and on bystanders?
 - What can we do to stop bullying?
 - How students can constructively to manage their relationships with others
- Assemblies where children will be informed of the school's zero tolerance policy and the actions that will be taken to prevent bullying taking place.
- Making national anti - bullying week a high profile event each year;
- Drama — can be part of a drama lesson, with role play a powerful vehicle to help children be more assertive and teach them strategies to help them deal with bullying situations;
- ICT lessons covering on-line safety and cyberbullying
- Adults model appropriate behaviour towards each other to students
- This policy and the pupil - friendly version of it are displayed on an easily accessible board, and the parent / carer anti - bullying guide are provided to pupils, parents / carers and staff at the beginning of each year, are discussed in lessons, and are available on the website
- Involving the whole school community in writing and reviewing the policy;
- Prominently displaying anti bullying posters produced by the children around the school

Prevention Strategies

- Buddy system around school
- Encouraging the whole school community to model appropriate behaviour towards one another
- Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it
- Children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered 1:1 mentor and/or Nurture Groups.
- Extra supervision available to reduce the risk of bullying incidents at particularly vulnerable times such as lunch and break times and the beginning and end of the school day; and in particularly vulnerable areas around school
- Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware
- Young Governors meet regularly and can represent students concerns and pass them onto the Head Teacher. It regularly reviews anti -bullying development and procedures

- An Equality Policy is in operation in the school, covering what is meant by racial, homophobic, disablist, classist, gender - based, sexual, transphobic, religious or other identity - based harassment. It states that such harassment will not be tolerated, and specifies how the school will respond to any such incidents
- Staff use restorative approaches to help resolve issues where appropriate
- All staff, including support and administrative staff are trained to deal with issues relating to bullying and violence

Where Pupils and Parents / Carers can find more information:

Pupils: Child-friendly information can be found in the pupil booklet outside the office.

Parents/carers: This policy and the annexed Parent / Carer Anti-Bullying Guide is provided to each pupil's parent or carer at the start of each school year.

Parents / carers can contact their child's class teacher if they suspect bullying is going on. If they are unhappy with the way it is dealt with, or wish to make a complaint, they can contact the head teacher.

Comments from parents / carers will be welcomed and it is expected that all parents/carers will support the school in maintaining these standards.

This anti-bullying policy is available on our school website, and parents / carers and students are notified of this at the start of each school year

Links to other policies:

Behaviour and Relationships

PSHE

Exclusion

Equality information and objectives

Safeguarding

On-line safety

Change & approval

Details of Changes:

School council now known as Young Governors

E-safety now known as On-line safety

Approval:

Approved by:	Signature:	Date:
Headteacher Neil Wilson		
Chair of Governors Jennifer Kirman		