



Guyhirn Church of England Primary School & Pre-school

Member of the Diocese of Ely Multi Academy Trust

This policy was ratified in:	September 2018, May 2021
Reviewed:	September 2019, June 2022, 2023, September 2024 December 2025
To be reviewed:	December 2026

Anti-Bullying Policy

Our Vision

Agape – To live, to learn, to love together

Through our Christian values we aim to inspire all of our school community to show equality and tolerance to all in a safe, challenging environment.

Developing resilient, aspirational and compassionate individuals who are enthused by all faiths and lifestyles showing faith and belief in one another.

“Live in agreement with one another. Do not be proud but ready to mix with everyone. Do not think yourself better than others.” - Romans 12:16

“An intelligent heart acquires knowledge, and the ear of the wise seeks it out.” - Proverbs 18:15

“Love the Lord your God, and love your neighbour as yourselves.” - Matthew 22:37

Our Values

We are a small, family centered Church of England Primary School that is committed to promoting our Christian values of Thankfulness, Compassion, Creativity, Peace, Hope, Endurance, Forgiveness, Tolerance, Kindness, Respect, Trust and Friendship each linked with the core value of Love.

We are determined to create an inclusive culture of learning where everyone will be challenged in their thinking, to succeed to the best of their abilities and strive to become lifelong learners.

We will empower our children to become respected citizens to enable them to make valuable contributions locally, globally and to contribute to our world's sustainable future.

At Guyhirn Church of England Primary School, we aim to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is a form of anti-social behaviour and it affects everyone. It is unacceptable and will not be tolerated in our school

1. What is Bullying?

- 1.1. The Anti-Bullying Alliance defines bullying as: The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace. There is no legal definition of bullying.

2. Schools duties and safeguarding

- 2.1. Schools have a duty of care to protect all their pupils and provide a safe, healthy environment, and these obligations are highlighted in law and guidance detailed in this briefing. The Department for Education (DfE) has produced guidance for all schools, including academies and free schools, which outlines its duties towards preventing and tackling bullying in schools:
 - <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- 2.2. The Education Act 2002 Section 175 placed a legal duty on maintained schools and Local Authorities to safeguard and promote the welfare of children.
- 2.3. The Government has also issued statutory guidance under s175 called Keeping Children Safe in Education September 2024 this applies to all schools including academies, free schools, alternative provision, maintained nursery schools and independent schools. It describes what schools and colleges should comply with. Schools also have obligations under the statutory guidance Working Together to Safeguard Children 2023. 'Safeguarding' covers more than child protection. The guidance states that it specifically covers issues such as health and safety and bullying.
 - <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>
 - <https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

3. Statutory Duty of Schools

- 3.1. Head teachers have a legal duty to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Our anti-bullying policy is available in the school office and contained within the school's website. Each year we will have a weekly focus in line with National Anti-bullying week.

4. Our aims

- For staff to be positive role models and encourage communication and respect
- Encourage pupils' positive self-image
- Minimise opportunities for bullying
- Deliver a coordinated PSHE programme to help pupils develop their interpersonal skills and help pupils understand the issues around various types of bullying
- To use a playground squad to support others
- Use a swift, clear response to bullying incidences
- Training and support for staff to deal with bullying incidences
- Encourage children to recognise acts of bullying in themselves and in their peers and to seek support
- Encourage the use of the restorative approach

5. Definition of bullying.

'a physical, psychological or verbal attack against an individual or group of individuals by a person or group of persons, causing physical or psychological harm to the victim'

Source: Don't Suffer in Silence DfE.

Bullying can be defined as deliberately hurtful behaviour, repeated over a period of time which is intended to cause pain or distress, humiliation and isolation.

5.1. There are four main types of bullying

- **Physical** – Any physical action which causes pain or discomfort to another person such as hitting, kicking or theft.
- **Verbal** – Any words, verbal or written which cause distress to another; such as name calling or teasing.
- **Emotional** – The act of deliberately excluding someone from social groups or the act of spreading rumours about a person
- **Cyber Bullying** - The use of information and communication technologies such as email, mobile phone, instant messages/online messages to deliberately support hostile behaviour to an individual or group.

6. Implementation

- 6.1. The head teacher will utilise and maintain “a bullying log (Reported incidents)” and current CPOMS (Child Protection Online Management System) system in relation to all/any bullying incidents.
- 6.2. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who is or who has been made aware.
- 6.3. A clear account of the incident will be recorded and given to the head teacher.
- 6.4. The head teacher will then interview all concerned and will record the incident in the bullying log (Reported incidents) and record on CPOMS
- 6.5. Class teachers will be informed and if bullying persists the class teacher will update the head Teacher accordingly for further and appropriate intervention.
- 6.6. Parents/carers of both bully(ies) and victim(s) will be kept informed
- 6.7. Punitive measure will be used as appropriate and in consultation with all involved parties as per our behaviour policies.
- 6.8. Incidents of bullying will be reported to the Governing body.

7. Support for pupils who have reported bullying or who are recognised victims of bullying behaviour will be supported by:

- Offering an immediate opportunity to discuss their experience with their teacher or a member of staff of their choice
- Staff will offer reassurance and continued support
- Restorative approach to maintain self-esteem and confidence

8. Pupils who are found to be, or alleged to be bullies will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing the parents/carers to help change the attitude of the pupil

9. The following disciplinary steps can be taken in line with our behaviour policy:

- Official warning to cease offending
- Withdrawal of privileges
- Exclusion from certain areas of school premises
- Appropriate length fixed term exclusion

10. Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, SEAL (Social and Emotional Aspects of Learning) resources, assemblies and teaching time as appropriate in an attempt to eradicate any perceived or potential bullying behaviour.

11. Monitoring, Evaluation and Review

The school and governors will review this policy on an annual basis and assess its implementation and effectiveness. This policy will be promoted and implemented throughout the school.

This policy was reviewed at the Policy Review Meeting on 8th June 2022 and ratified by the LGB. No changes June 2023, No changes September 2024, No changes September 2025