

**Treales CE Primary School**

**Anti-Bullying Policy**

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| Last Updated | **Sept 2025** |
| Updated by | **L Hill** |
| Approved by Governing Board | **20.5.24** |
| Date to Review | **Sept 2026** |

**Anti- Bullying Policy**

# 1. Introduction

At Treales CE Primary School, we believe that every child is made in the image of God and is therefore precious, unique, and worthy of respect. Our Christian ethos underpins everything we do, shaping our vision that all pupils should “live life in all its fullness” (John 10:10).

Bullying is completely incompatible with the values of love, compassion, justice, peace, and forgiveness that are central to our Christian community. Our response to bullying reflects the example of Jesus, who modelled care for the vulnerable and inclusion of the marginalised.

This policy sets out how we prevent, identify, and respond to bullying in all its forms. It integrates our commitment to Christian distinctiveness with statutory duties under the Education and Inspections Act 2006, Equality Act 2010, Children Act 1989, and the most recent Keeping Children Safe in Education (KCSIE 2025) guidance.

# 2. Definition of Bullying

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

Forms of bullying include (but are not limited to):
- Physical: hitting, pushing, damaging property
- Verbal: name-calling, threats, racist, sexist or homophobic remarks
- Relational: excluding, spreading rumours, manipulating friendships
- Cyberbullying: harassment via social media, messaging apps, email, online gaming, or the creation and/or sharing of harmful digital content, including:
 • Misinformation/disinformation
 • AI-generated material (e.g. deepfakes, manipulated images or audio)
 • Sharing private images or personal information without consent

Bullying is often motivated by prejudice against particular groups, for example on the grounds of race, religion, gender, disability, special educational need, sexual orientation, family circumstances, or perceived differences.

In line with our Christian ethos, we affirm that every child is a child of God, and bullying of any kind denies the dignity and worth of others.

**Online/Cyber-bullying**

The rapid development of, and widespread access to, technology has provided a new medium for ‘virtual’ bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

This is an area we take very seriously. Provision is in place to ensure that children and parents are aware of issues which could arise and how to prevent or respond to them.

* Acceptable Use Agreement signed by all staff and pupils
* Links for parents on school website
* Children learn how to keep safe through lessons with their teachers
* Training for teachers and support staff
* Parents Information Evenings
* Anti-bullying week activities

# 3. Christian Distinctiveness

As a Church of England school, our Christian values of Truth, Justice, Peace, Love, Courage, and Community are central to our anti-bullying practice. They guide the way staff and pupils treat one another and shape our restorative approaches when relationships break down.

- Truth – encouraging honesty in reporting and addressing bullying.
- Justice – ensuring fairness in dealing with incidents and accountability for actions.
- Peace – working towards reconciliation and harmony in relationships.
- Love – showing compassion and respect for all.
- Courage – empowering pupils to stand up against bullying.
- Community – fostering a culture where everyone belongs and differences are celebrated.

Collective worship, RE, and PSHE reinforce these values, helping children to understand that bullying is inconsistent with a Christian way of living and with Jesus’ commandment to “love your neighbour as yourself” (Mark 12:31).

# 4. Aims

We aim to:

Prevent bullying by:
- Ensuring a shared understanding of what bullying is and the harm it causes.
- Minimising opportunities for bullying through vigilance and clear expectations.
- Dispelling stereotypes of “bullies” and “victims” and recognising complexity in relationships.
- Encouraging all staff, pupils, governors, and parents to take responsibility—silence is not an option.
- Celebrating difference and diversity as part of God’s creation.
- Embedding Christian values into all areas of school life.

Respond to bullying by:
- Offering guidance, support, and pastoral care for both those harmed and those who have harmed others.
- Having clear, consistent procedures for investigating and resolving incidents.
- Ensuring parents and carers feel listened to and involved.
- Restoring relationships where possible, while maintaining accountability.

# 5. Prevention

Prevention is the best safeguard against bullying. At Treales CE Primary we:
- Use our Christian values as a constant guide to behaviour and relationships.
- Integrate teaching about respect, inclusion, difference, and diversity across PSHE, RE, and collective worship.
- Participate in Anti-Bullying Week and other national initiatives.
- Teach digital literacy and online safety, including the dangers of misinformation, disinformation, and AI-generated content.
- Provide training for staff on recognising and addressing all forms of bullying, including prejudice-based and cyberbullying.
- Use circle time and restorative conversations to build empathy and resolve conflict.
- Promote positive behaviour through Family House Points and rewards.
- Work in partnership with parents, governors, the Diocese, and external agencies.

# 6. Procedures (Implementation)

If bullying is suspected or reported:
1. The staff member will respond immediately and sensitively.
2. A written record will be made on CPOMS, and the Headteacher/DSL notified.
3. The Headteacher/DSL will investigate, interview all concerned, and decide on next steps.
4. Parents/carers will be informed and kept updated.
5. Support will be provided for the child who has been bullied, including pastoral and, if needed, external support.
6. The pupil who has bullied will be helped to understand the impact of their behaviour, and clear targets will be set for change.

Disciplinary measures may include:
- Official warnings with targets set.
- Loss of privileges.
- Fixed-term exclusions (minor/major).
- Permanent exclusion in serious cases.

**7. Support**

For pupils who have been bullied:
- Opportunities to talk and be listened to.
- Reassurance and pastoral support.
- Strategies to rebuild confidence and self-esteem.

For pupils who have bullied:
- Reflection and discussion to understand impact.
- Guidance on positive behaviour change.
- Involvement of parents/carers.
- Support to address any underlying needs (e.g. emotional, SEN).

# 8. Reporting & Recording

- All incidents logged on CPOMS.
- Reviewed regularly by Headteacher and DSL.
- Governors receive a termly report on bullying incidents.
- Where bullying indicates a safeguarding concern (reasonable cause to suspect significant harm), the matter will be referred to Children’s Social Care under the Children Act 1989.

# 9. Statutory Duties

This policy reflects:
- KCSIE 2025 – statutory guidance for schools on safeguarding and child protection.
- Education and Inspections Act 2006, Section 89 – duty to prevent bullying.
- Equality Act 2010 – prohibition of discrimination, harassment, victimisation.
- Children Act 1989 – child protection duty (Section 47).
- Malicious Communications Act 1988 / Protection from Harassment Act 1997 – potential criminal relevance of bullying.

# 10. Bullying Outside School

We will take action against bullying that happens outside school premises (e.g. on transport, in the community, online) where it impacts pupils in our care. Where necessary, police or external agencies will be involved.

# 11. Related Policies

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Online Safety Policy
- Acceptable Use Agreement

# 12. Review

This policy is reviewed annually in line with updates to KCSIE and other statutory guidance, and in consultation with staff, governors, parents, pupils, and the Diocese.

Through our Christian vision and values, Treales CE Primary School remains committed to building a loving, respectful community where every child can flourish free from bullying.