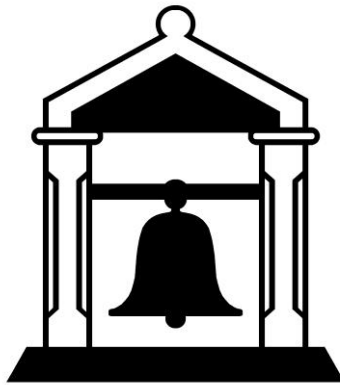




Scalford C of E Primary School

Anti-Bullying Policy

2025-6

Headteacher: Mrs M Wrightam

Chair of Governors: Mrs K Bloodworth

Please also refer to Child Protection, E-safety, Behaviour and Whistleblowing policies

Signed copy in the School Office
Reviewed September 2025

ANTI-BULLYING POLICY (including Cyber-Bullying)

At Scalford Church of England School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our school. We recognise that bullying can also occur out of school hours.

If bullying does occur, all pupils are actively encouraged to speak out and know that incidents will be dealt with promptly and effectively.

We are a listening and telling school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Bullying can only be tackled if the school knows that it is happening: therefore everyone (including bystanders, parents and school staff) have a duty to report instances of bullying so that swift and effective action can be taken.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting and intimidating another person. Bullying results in pain and distress to the victim.

Bullying can be:

Emotional

- Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, etc.)

Physical

- Pushing, kicking, hitting, punching or any use of violence

Racist

- Racial taunts, graffiti, gestures, etc.

Sexual

- Unwanted physical contact or sexually abusive comments

Homophobic

- Because of, or focusing on the issue of sexuality

Verbal

- Name-calling, sarcasm, spreading rumours, teasing, etc.
- Cyber: All areas of internet, such as email & internet chat room misuse.
- Telephone threats or text messaging, TikTok or any another form of contact via mobile devices
- Misuse of associated technology, i.e. camera & video facilities

Bullying can be defined as any form of repeated behaviour that causes hurt, fear or distress to another person or group of persons. It can be physical, social or psychological/emotional.

At Scalford Primary School we use the acronym, S.T.O.P



Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying. Research demonstrates that victims of bullying can have deteriorating levels of attainment / attendance as a direct result of bullying.

Objectives of this Policy

- That all governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- That all governors and teaching and non-teaching staff know what the school policy is on bullying, and accept collective responsibility for its implementation.
- That all pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.
- That as a school we take bullying seriously. Pupils and parents will be assured that they will be supported if bullying is reported.
- That we ensure we promote a positive and safe learning environment where bullying is not tolerated.
- That we promote inclusion, tolerance, mutual respect and self-worth amongst all.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underachieve in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or go "missing"

- has unexplained cuts or bruises
- comes home starving (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or a mobile phone
- is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Some reasons why people bully

Desire to appear powerful

- Unhappiness
- Feelings of inadequacy
- Difficulties at home.
- Learned behaviour (They too have been bullied)

How to get help

1. Students and staff can and should talk to any adult in school if they have concerns about bullying. Children can also report through the worry monster if they prefer, and regular bullying disclosure opportunities through the PSHE curriculum.
2. While all adults in school are responsible for keeping children safe and reporting bullying it should be teachers and the Headteacher and SLT who will be the persons involved with handling incidents of bullying.
3. Opportunities will be given to resolve the situation with all parties involved.
4. In all cases of bullying incident will be recorded in the 'My Concern' system
5. In serious cases parents should be informed and will be asked for a meeting to discuss the problem.
6. If necessary and appropriate, police will be consulted

Outcomes

Pupils who have been bullied will be supported by:

1. Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
2. Reassuring the pupil
3. Offering continuous support
4. Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

1. Discussing what happened
2. Discovering why the pupil became involved

3. Establishing the wrong doing and need to change
4. Informing parents or guardians to help change the attitude of the pupil

Responses will vary depending on the nature of the incident, but may include:

1. Counselling (in school ELSA)
2. Use of a behaviour report
3. Involvement of external agencies
4. Monitoring teachers and the Headteacher.
5. Peer support/peer mentoring
6. Formal recording (racism)
7. Liaison with parents/guardian/social worker
8. Internal exclusion
9. Fixed term exclusion
10. Permanent exclusion

In all cases actions may include adaptations to the school curriculum in PSED, PSHE and RSE.

Prevention

We will use a variety of methods for helping children to prevent bullying as and when they are appropriate. These will include:

- A clear set of school rules, which are referred to often (including a Scalford School Council Anti-Bullying Code, on display around the school).
- Promotion of an emotionally literate atmosphere, in line with our school motto 'Always try to do your best so that you can shine'.
- Opportunities to share feelings and have discussions about bullying and why it matters.
- Involvement in anti-bullying week activities, e.g. drawing, poems, posters, role play, etc.
- Reading stories about bullying or having them read to a class or assembly.
- Opportunities to speak to staff in private.
- Sampling of pupils' views on their understanding of what bullying is.
- Regular anonymous bullying disclosure opportunities for pupils and parent questionnaires with reported actions.

Child on child abuse

We recognise that all bullying is child on child abuse. This paragraph relates to our duty to safeguard children and our Child Protection Policy.

We recognise that children sometimes display harmful behaviour themselves and that even if there are no reports, it may still be happening. Incidents or allegations will be referred on for appropriate support and intervention. Such abuse is unacceptable and will not be tolerated at all or passed off as "banter", "just having a laugh" or "part of growing up". This abuse could for example include sexual violence and sexual harassment, "upskirting", initiation/hazing type violence, all forms of bullying, abuse in intimate relationships between peers, consensual and non-consensual sharing of indecent images, causing someone to engage in sexual activity without consent and physical violence (eg hitting, kicking, shaking, biting, hair pulling, etc). This may be experienced by both boys and girls, however, girls are more likely to be the victims and boys perpetrators. Some pupils may be more at risk of harm from specific issues such as sexual violence, homophobic, biphobic or transphobic

bullying or racial discrimination. We will therefore take positive action to create a culture of support and to ensure that girls and vulnerable groups such as LGBT and pupils from ethnic minority backgrounds feel confident to bring forward any concerns and have a safe space to talk to trusted staff about their experiences.

All children will be encouraged to report to a trusted adult in school all incidents of child on child abuse wherever it may have happened and will be taught about alternative ways of doing this both in school and elsewhere e.g. via a “worry monster” or anonymous disclosure. They will always be taken seriously and never given the impression that they are creating a problem by reporting their concern or made to feel ashamed. It is recognised that even where no reports are received, this does not mean that such abuse is not taking place. It could just be that it has not been reported. Where an incident has occurred or specific risks are identified, the details will be added to a safeguarding or behaviour record for the children concerned and a thorough investigation conducted by the DSL, where appropriate. A written risk assessment will be undertaken by the DSL in order to minimise the risk of further harm and to ensure the safety of all staff and pupils. Parents or carers of the children involved will be informed as soon as it is appropriate to do so. Support plans will be written and help offered, by different adults in school (to avoid a possible conflict of interest), to the alleged victim, the child or young person accused and any other children involved. A referral to any relevant outside agency will be made e.g. Police or Social Care. Detailed guidance and procedures are included in the linked guidance and school policies listed above. The following steps will be taken to minimise the risk of child on child abuse:

- Staff training to ensure an understanding of what it is and how to recognise signs
- Promotion of a supportive environment by teaching about acceptable and unacceptable behaviours (including online) in both assemblies and the wider curriculum e.g. RSHE
- Clear procedures put in place to govern the use of mobile phones in school
- Appropriate staff supervision of pupils and identifying locations around the school site that are less visible and may present more risk to pupils

This policy is in partnership with our Safeguarding, Child Protection Policy

HELP ORGANISATIONS:

BBC

<http://www.bbc.co.uk/cbbc/curations/anti-bullying-week>