

Anti-Bullying Policy



Hinguar Primary School

Review date	September 2026
Reviewed by	Mrs Goy
Next review date	September 2027

At Hinguar Primary School and Nursery bullying of any kind is unacceptable. Our anti-bullying policy supports our children to learn in a safe environment without fear of being bullied, and to deal with it appropriately if it does occur. If bullying does occur, all pupils should be confident to report and know that incidents will be dealt with promptly and effectively.

Aims and Objectives

- To create a safe and secure community where everyone feels respected and included and protected from bullying and discrimination linked to protected characteristics.
- To ensure a consistent whole-school response to any incident of bullying.
- To educate children so they understand what bullying is and know how to seek help.
- To ensure pupils, staff, parents and governors are clear that bullying — including prejudice-based and cyberbullying — will not be tolerated.

What is Bullying?

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. “

ANTI-BULLYING ALLIANCE

S.T.O.P.

Bullying is if someone does something unkind to you **Several Times On Purpose**.

If someone does bully you, you must **Start Telling Other People**

Bullying may be:

- Emotional: being unfriendly, excluding, spreading rumours or intimidation.
- Physical: hitting, kicking, pushing, taking or damaging belongings.
- Verbal: name-calling, sarcasm, teasing or discriminatory comments.
- Sexual: unwanted physical contact or sexual comments.
- Cyberbullying: misuse of digital technologies such as messaging apps, gaming platforms, social media or image/video sharing.
- Prejudice-based bullying: including racism, sexism, homophobia, biphobia, transphobia, or bullying linked to SEND, disability, appearance, faith, or culture.
- Bullying can be direct or indirect (e.g. encouraging someone else)

Bullying is not:

- One-off falling out with friends.
- Arguments or occasional name-calling.
- Isolated incidents of unkindness.

These behaviours are taken seriously and responded to under the Behaviour Policy but are not categorised as bullying.

Signs of Bullying

Staff, parents, and peers should remain alert to signs such as withdrawal, avoidance of school, unexplained injuries, missing possessions, changes in behaviour or reluctance to use technology. These signs may indicate bullying or other concerns and should be investigated.

Prevention

We will use the following methods to help prevent bullying and will monitor and review these prevention methods via pupil voice:

- Assemblies to explore important themes such as friendship, conflict, power, trust and the promotion of whole school understanding of the anti-bullying policy.
- Consistently following and upholding the school rules and Behaviour Policy
- The PSHE curriculum is implemented across all EYFS, KS1 and KS2 classes.
- Small group support for self-esteem or conflict when identified
- Activities with older pupils supporting younger children in learning and play
- Regular training to establish a common understanding within the school and an emphasis for the need to be vigilant with disrespectful or prejudiced/discriminatory behaviour
- Online safety curriculum
- Educate children about recognising and reporting bullying

S.T.O.P.

Bullying is if someone does something unkind to you **S**everal
Times **O**n **P**urpose.

If someone does bully you, you must **S**tart **T**elling **O**ther **P**eople

Roles and Responsibilities

Governance

- Ensure the policy is reviewed annually.
- Designated Trustee for Safeguarding and academy committee monitor bullying data and ensure the school is fulfilling its safeguarding and Equality Act duties.

Headteacher (Designated Safeguarding Lead) & Senior Leadership Team

- Implement and promote the policy.
- Ensure all staff are trained to recognise and respond to bullying.
- Monitor CPOMs records and report trends
- Promote a culture of respect through assemblies, PSHE, and school routines.

Staff

- Take all incidents and allegations of bullying seriously and act immediately.
- Record incidents (Bromcom and CPOMs) and allegations (CPOMs) and inform parents.
- Provide support for victims and clear guidance/consequences for perpetrators.
- Use restorative approaches where appropriate to repair relationships.
- Model respectful relationships in line with the school's values.
- Deliver PSHE and online safety curriculum
- Respond to current situations in class and teach responsively and appropriately

Midday Assistants

- Supervise play positively and actively facilitate friendship and inclusion.
- Pass playground incidents or concerns onto class teachers or SLT

Learning Mentor

- Support children and families
- Record actions taken and provide ongoing mentoring or interventions.

Children

- Follow the school rules: Ready, Respectful, Safe
- Report bullying if they experience it or witness it ("Start Telling Other People").

Parents and carers

- Support the school's anti-bullying policy.
- Contact school immediately if they are concerned about bullying.
- Work in partnership with staff to resolve issues.

Procedures in response to bullying

All staff are responsible for the health and wellbeing of the children and have a duty to respond seriously to any claim of bullying.

- The class teachers will usually be the person taking first steps of investigation when a report is made.
- If they are unable to investigate, the matter must be referred immediately to a senior member of staff.
- The Headteacher will also be informed, and all allegations of bullying (proved or not) will be logged onto the school safeguarding system – CPOMS.
- Behaviour is logged on BROMCOM and is monitored for any further patterns.
- Support staff should report to a class teacher or senior leader if they have any concerns about potential bullying.
- MDAs report to class teachers and the Headteacher where there are any concerns about children's behaviour.
- Investigate – SLT, teachers, and Learning Mentor gather evidence and speak with all parties.
-

Outcomes - Victim

- The bullying behaviour or threats of bullying must be investigated immediately and the bullying stopped.
- Victims will be reassured that they have done nothing to deserve the bullying and that what may have happened is not their 'fault'
- The victim will be consulted with on how to rebuild relationships with the perpetrator if they want to do this.
- Referral to the learning mentor or a counsellor may be considered appropriate.
- Following investigations, staff will periodically 'check in' with children that have been the victim of bullying to ensure that the child feels happy and secure at school.

Outcomes - Perpetrator

- The perpetrator should be helped to realise that bullying will not be tolerated, that it must stop immediately without re-occurrence; consequences in-line with the Behaviour Policy will occur
- Children are helped to reflect upon their actions and to empathise with how the bullied child may feel; this will include intervention to support a change in behavior
- Children will be supported to modify their behaviour – this may be through structured lunchtimes, pastoral support and involvement of parents to reinforce the unacceptable nature of bullying.

After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Bullying Outside School Premises

The Headteacher has the power under the Education and Inspections Act 2006 to address bullying that occurs outside school (including on transport, in the community, and online). Such incidents will be investigated and followed up with parents and, if necessary, external agencies.

Cyber-bullying

- If inappropriate messages are received, children are encouraged to show them to a safe adult.
- If incidents are brought to school, we will investigate, support and educate.
- We have an online safety curriculum and remind children regularly about safe and responsible internet use
- We encourage parents to monitor usage of mobile phones and the internet and to check settings.
- Social media platforms have age limits which should be adhered to.