

Anti-Bullying Policy

Principles and values

As a school we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported. Bullying will not be tolerated and will be dealt with, with severe consequences. The school will seek ways to encounter the effects of any bullying that may occur within the school or in the local community. Our school has high expectations of exceptional behaviour, and we will challenge any behavior that falls below this.

Objectives of this policy

All teaching and non-teaching staff, pupils, parents and governors:

- Should have an understanding of what bullying is;
- Should know what the school policy is on bullying and follow it consistently when bullying is reported;
- Should assist in creating an ethos of respect and support for all;
- Should feel safe while at school because all members of the school community are responsible for combating bullying.

Many of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that the school is a safe place for children and adults to be.

What is bullying?

Bullying can be defined as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. DfE 'Preventing and Tackling Bullying'.

- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Firfield Primary School recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Bullying is recognised by Firfield Primary School as being a form of child on child abuse; children can abuse other children.

Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up". We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.

All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes

place.

Bullying can be:

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic bullying)
 - Gender based bullying, including transphobic bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act).

Bullying can take place in the classroom, playground, corridors, toilets, on the journey to school, on residential trips and in cyberspace.

Staff must remain vigilant about bullying and approach it in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Some children may not be aware that they are being bullied.

Staff should be able to identify children who may be vulnerable and who could fall victim to bullying as well as those who may be likely to demonstrate bullying behaviour.

Some children may be more vulnerable to bullying due to perceived differences, such as:

- Having special educational needs or disabilities
- Characteristics such as race, religion, gender identity or sexual orientation
- Being adopted or in care
- Suffering from a health problem
- Having caring responsibilities.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be on the receiving end of bullying. Bullying has the potential to damage a person, and everybody has a right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Signs and symptoms of bullying

Children may indicate by signs or behaviour that they are 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;
- doesn't want to go to school;
- changes their usual routine;
- begins to truant;
- becomes withdrawn, anxious or lacking in confidence;
- self-harms;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning;
- begins to do poorly in school work;
- has possessions which are damaged or "go missing";
- asks for money or starts stealing money;
- has unexplained cuts or bruises;
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong;
- is afraid of using digital technologies such as mobile phones, tablets, email;
- avoids eye contact;
- changes their attitude to people at home;
- gives improbable excuses for any of the above.

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

Prevention

At Firfield Primary School we use a variety of methods to help children think about or recognise bullying and therefore ways to prevent bullying. These include:

- Explicit teaching of expected behaviour;
- Class and school assemblies;
- Anti-bullying assemblies throughout the year;
- Personal, Social, Health Education lessons;
- Spiritual, Moral, Social, Cultural provision;
- Whole school assembly themes;
- Anti-bullying Week participation;
- Staff training;
- Mental Health and Wellbeing Champions
- Anti-bullying Ambassadors

Children are consulted through school questionnaires and School Council meetings.

The ethos and working philosophy of Firfield means that all staff will actively encourage children to have respect for each other and for other people's property. Good, kind and polite behaviour is regularly acknowledged and rewarded.

Staff will regularly discuss bullying, and this informs children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying.

Staff must be vigilant regarding groups of friends together and will reinforce positive expectations of behaviour as part of daily practice in school. Children need to be supported in understanding that they can have other friends as well as special friends and that they must be respectful of everyone else's feelings.

Involving children

As a school community we will encourage our children to think about positive relationships and how we interact and relate with others through:

- A clear set of school and class expectations;
- Explicit teaching on school rules and behaviour
- Stories, poems, raps or posters about bullying;
- Reading and exploring stories and scenarios about bullying or having them read to a class or assembly;
- Making up role-plays about what to do if bullying occurs;
- Having discussions about bullying and why it matters that bullying is dealt with quickly;
- Working with the NSPCC and other relevant agencies throughout key stages;
- Mental Health and Well-being Champions.

Procedures for dealing with bullying

The following steps will be taken when dealing with any incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be **escalated** immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The DSL team will be informed of all bullying concerns. A log will be made on MyConcern (the school's safeguarding recording system). All staff have access to log concerns.
- A DSL or another appropriate member of leadership team will interview all parties involved. The investigating staff member will be an impartial member of staff.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Appropriate sanctions and support, for example as identified within the school behaviour policy and child protection policy, will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, Early Help or Children's Services if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and responded to in line with this policy, our Online Safety Policy and the school behaviour policy. If required, the DSL will collaborate with DSLs at other settings.

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing immediate pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to any further concerns.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support. This may include working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Integrated Children Services or support through the Children and Young People's Mental Health Service (CYPMHS).

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy. This may include:
 - official warnings
 - detentions/internal exclusions
 - removal of privileges (including online access when encountering cyberbullying concerns) ▪ in extreme or repeated cases, fixed-term suspensions or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help or Children's Services or support through the Children and Young People's Mental Health Service (CYPMHS).

What should children do if they are being bullied?

If a child feels that they are being bullied there are several procedures that they are encouraged to follow:

- Tell a teacher or adult, who they feel they can trust and if it happens again, tell someone again;
- When they talk to an adult be clear about what has happened – when, what, where how often and who was involved;
- Tell a parent or adult at home who they feel they can trust;
- Discuss it as part of PSHE time in school;
- Make use of worry monsters / worry boxes which are available in all classes.

Advice to parents

- Listen to your children if they raise a concern about being bullied at school.
- Advise your child to tell a trusted adult in school or contact the class teacher yourself to share what you have learnt.
- Bullying behaviour will be investigated.
- The Class Teacher or a member of SLT will make contact with all parents of the children involved

to inform them of what the school is doing to resolve the bullying concern.

Please DO NOT take action by yourself by:

1. Attempting to sort the concern out yourself by speaking to the child who you think may be the bully or by speaking to their parents.
2. Encourage your child to be a 'bully' back.

Both will only make the problem much harder to solve.

Recording of bullying incidents

It is a legal requirement for schools to record all incidents of bullying. To meet this requirement, we keep a record of bullying incidents and report this to governors. All bullying concerns must be reported on the school's safeguarding system – MyConcern.

Bullying concerns are shared with the governing body through the headteacher's full governors reports.

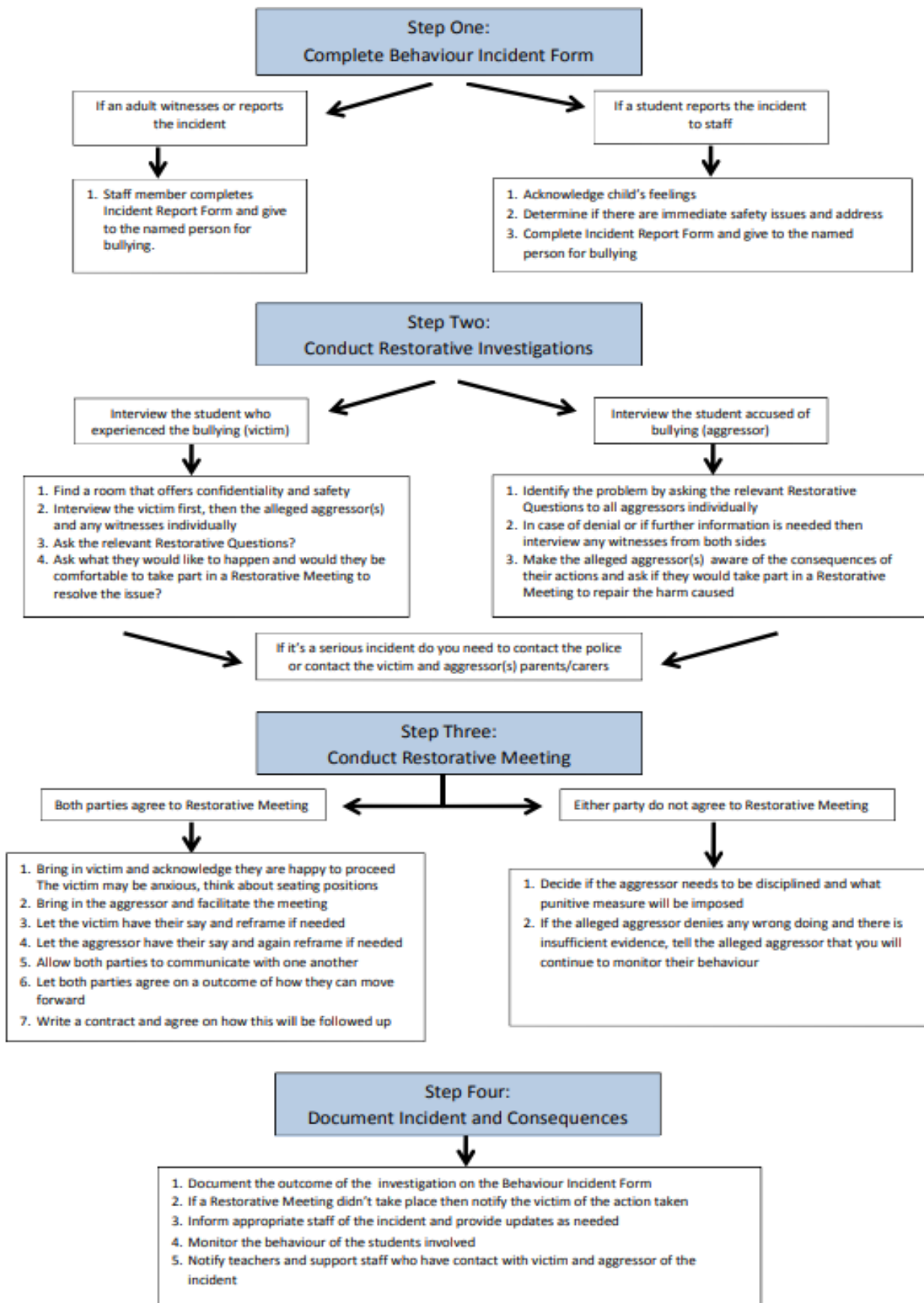
Further Support can be found on the Derbyshire Schools Net [Bullying behaviour \(derbyshire.gov.uk\)](https://www.derbyshire.gov.uk)

This policy is to be read in conjunction with the Firfield Behaviour Policy, Online Safety Policy and Inclusion Policy.

Date: September 2025

Approved by Governors:

To be reviewed: September 2026



Bullying Assessment

