



Anti-Bullying Policy

Reviewed September 2025
Next Review Date September 2026

Abbey Primary School

List of changes

Date	Page	Change	Made by
Sept 2025	3	Updated KCSIE References	NH
Sept 2025	3	Updated references to say children “will create” rather than “have created” a child friendly policy	NH
Sept 2025	4	Change of anti-bullying coordinator from Nicola Green to Rachel Wolfe	NH
Sept 2025	9	Removed reference to separate child on child abuse policy – included in safeguarding policy	NH

Anti-Bullying Policy

Introduction

At Abbey Primary School, we aim to provide a supportive, caring, and friendly environment that allows all our pupils to meet their full potential and maximise their life chances. We expect our pupils to act safely, and feel safe, in and outside of school – we do not tolerate any form of bullying and we are committed to preventing and tackling it. We recognise that, as children learn and grow together, they may experience fallouts with their peers, but we are committed to supporting our pupils to resolve these ‘relational conflicts’ and stop them from progressing to bullying behaviours. If an incident of bullying does occur, we want our pupils, parents/carers and staff to feel confident in reporting it, safe in the knowledge that that all incidents will be dealt with promptly and effectively. Bullying will not be tolerated at our school.

At Abbey Primary School, we encourage open discussions relating to differences between people; we actively challenge prejudice, and we celebrate diversity. We adopt a contextual safeguarding, trauma-informed and strengths-based approach to bullying and child-on-child abuse, and we are committed to working with families and outside agencies where appropriate.

Policy Development

This policy has been developed to reflect the most recent Keeping Children Safe in Education (KCSiE) Statutory Guidance (September 2025) and was formulated in consultation with the whole school community with input from:

- **Staff** - Staff have been involved in a review of our policy to ensure that all staff - including teachers, teaching assistants, lunchtime leaders and before/ after-school/holiday club staff - understand what constitutes bullying and have a consistent approach to the way in which incidents of bullying are dealt with.
- **Pupils** - A group of pupils from across the school will create a child friendly version of the policy. Pupils are regularly surveyed for their views towards bullying.
- **Governors** - The policy was presented and agreed at a full governing body meeting. The Headteacher reports to governors on bullying incidents on a termly basis via the Headteacher’s report to the governing body.

This policy is also available online via the school website – www.abbeyprimaryschool.co.uk

Abbey Primary School obtained the ‘Gold’ Kitemark in 2018 for its work with the Anti-Bullying Alliance on the “All Together” Programme.

Roles and Responsibilities

All staff at our school are aware that children may bully other children, and that this can happen both inside and outside of school, and online. All staff understand the school's anti-bullying strategy and approach and know the important role that they each have in preventing and tackling bullying.

The Headteacher, Mr Harris, has overall responsibility for anti-bullying at our school. He is responsible for appointing an Anti-Bullying Coordinator and liaising with the governing body, parents/carers, the local authority, and outside agencies when appropriate.

The Anti-Bullying Coordinator, Mrs Wolfe, is responsible for:

- Policy development and review (ensuring that pupils, staff, governors, and parents/carers have opportunities to contribute)
- Implementing the policy and monitoring/assessing its effectiveness
- Managing the reporting and recording of bullying incidents
- Coordinating anti-bullying training and support for staff and parents/carers where appropriate
- Monitoring the effectiveness of strategies for preventing bullying behaviour

The Designated Safeguarding Lead and the Deputy Designated Safeguarding Lead in our school are: Mrs Lovatt and Mr. Harris. Safeguarding is the responsibility of all, however all staff, parents/carers and pupils need to be aware of who to report to and how to report any safeguarding concerns.

The nominated governor with responsibility for anti-bullying and behaviour is Mr Martyn Bowler.

What is 'Bullying' and How Does it Differ to 'Relational Conflict'?

At Abbey Primary School we have adopted the definition of bullying provided by the Anti-Bullying Alliance:

"Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online."

We recognise that bullying can take many forms and can affect any child. It is often motivated by prejudice against particular groups (for example on the grounds of race, religion, gender, sexual orientation, special educational needs, or disabilities, or because a child is adopted, in care or has caring responsibilities). Bullying can be motivated by actual differences between children, or perceived differences.

However, we also recognise that incidents may occur between pupils, which may not be deemed as 'bullying' but still require support or intervention from trusted adults. These incidents may be referred to as 'relational conflicts' or falling out. Relational conflict differs to bullying in the fact that it is usually between individuals or groups who are relatively similar in power and status (a power balance), and the behaviours or incidents occur occasionally (not repetitive) or occur by accident (not intentional). Usually, following a relational conflict incident, pupils show remorse and there is a general willingness to make things right or to resolve the conflict.

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Not all relational conflict or falling out leads to bullying, but our school is aware that some incidences can. We are mindful that unresolved hurtful feelings or relationship problems, when left unaddressed, can be the start of a pattern of behaviour where the intention becomes to cause harm or distress.

Although bullying and relational conflicts can take place between individuals, we recognise that it often takes place in front of others (either physically or virtually), pupils who witness these incidents/behaviours are often referred to as 'bystanders'.

Regardless of whether an incident or situation is deemed as 'relational conflict' or 'bullying', our school will address the situation and support the pupils to resolve any negative feelings. Our school will monitor children following a relational conflict to ensure that the situation has been resolved and does not escalate to bullying. Our school will challenge, address, and monitor any incidents of bullying, to ensure that it does not continue and that all pupils

feel supported (this will include the victim, the alleged perpetrator, any bystanders, and the wider school community).

What Does Bullying Behaviour Look Like?

At Abbey Primary School, we consider the context within which incidents and/or behaviours of concern occur. We will consider the motivation(s) behind the behaviours and will take into account the age and stage of development of the pupils involved. Our focus will always be the safety and welfare of all children involved.

Bullying behaviour may include, but is not limited to:

- **Physical** – pushing, poking, kicking, hitting, biting, pinching etc.
- **Verbal** – name calling, sarcasm, spreading rumours, threats, teasing, belittling
- **Emotional** – isolating others, tormenting, hiding books/belongings, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation, and coercion
- **Sexual** – unwanted physical contact, inappropriate touching, abusive or sexualised comments, homophobic abuse, exposure to inappropriate media e.g. images or videos
- **Online/Cyber** – posting on social media, sharing photos, sending hurtful/threatening text messages, social exclusion etc.
- **Indirect** – can include the exploitation of individuals such as 'false friendships', criminal exploitation, sexual exploitation, and radicalisation
- **Prejudice-related** – derogatory and discriminatory language and behaviour including that which is racist, homophobic, bi-phobic, transphobic, or disablist in nature. This language and behaviour may be directed towards people because of their race/ethnicity/nationality; because they, or someone they know, are or are perceived to be, lesbian, gay, bisexual, or trans, or because they have a learning or physical disability. Such language and behaviour are generally used to refer to something or someone as inferior.

There is no hierarchy of bullying, all forms of bullying are taken equally seriously and will be dealt with appropriately.

Where Does Bullying Take Place?

At Abbey Primary School, we understand that bullying is not confined to the school premises. Bullying can take place outside of school, on the journey to and from school and in the local community. Bullying may also take place online (this is sometimes referred to as cyberbullying).

We will offer support and guidance to pupils, parents/carers and families who have experienced any type of bullying, whether this has taken place inside school, outside school or online. We are committed to working with outside agencies where appropriate to prevent and tackle all forms of bullying.

How to Report Bullying Concerns

At Abbey Primary School we want pupils, parents/carers, staff and visitors to feel able to report bullying with confidence, knowing that their concerns will be taken seriously. We remain committed to supporting and safeguarding all children involved including the victim, the alleged perpetrator, any bystanders/witnesses to the bullying behaviour and the wider school community.

We have clear reporting systems for each group of our school community. The effectiveness of these reporting systems is reviewed throughout the academic year and may be expanded to meet the needs of all members of our community.

Pupils, Including Bystanders/Witnesses

We talk about trusted adults regularly in school to remind our pupils of who they can report concerns to. The definitions of **victim**, **perpetrator** and **bystander** are clarified to all pupils regularly to develop a shared understanding.

- We emphasise the importance of all pupils (whether a victim or a bystander) reporting concerns of bullying or bullying behaviour to a member of school staff – this can be any member of teaching or non-teaching staff, including a class teacher, a teaching assistant, the Headteacher, a lunchtime supervisor, or a member of the office team.
- The member of staff will listen to the pupil and make an initial note of their concerns, they will then discuss next steps with them and reassure them that they will be supported.
- The member of staff will make a formal record of the bullying report on the school's recording system (CPOMs) and other relevant members of staff will be alerted.
- The member of staff will directly alert one of the school's Designated Safeguarding Leads if the report is deemed urgent or if a pupil is considered at risk.
- Even if the behaviour/incident which has been reported is deemed 'not bullying' and is thought to be 'relational conflict', school staff will still support the pupils involved and help them to resolve any concerns.

Parents/Carers

We understand that it can be very difficult for a parent/carers to hear that their child has been the target of bullying, has experienced bullying behaviour or is an alleged perpetrator of bullying.

Parents/carers should report their concerns directly to the school rather than discussing them with other members of the school community, either in person or online – this will initiate a full and thorough investigation:

The following steps will be taken to investigate:

- Initially, we ask parents/carers to contact their child's class teacher (in person/via telephone call/via year group email) to explain their concerns.
- The class teacher will take an initial note of the concerns but may ask to schedule a meeting to allow for more time to discuss these in detail.
- The school's Anti-Bullying Co-ordinator and/or Designated Safeguarding Lead will be informed if the allegation is deemed urgent or if a pupil is considered at risk.
- Following an allegation, the class teacher will make a formal record of this on the school's recording system (CPOMs).
- An investigation into the allegation will be carried out and appropriate follow-up actions identified and taken.

Our school remains committed to supporting pupils and their families in all instances of bullying and relational conflict and will respond to reports promptly. Even if the behaviour/incident which has been reported is not deemed as 'bullying', but is thought to be 'relational conflict', school staff will fully support the pupils involved and help them to resolve any concerns.

We will endeavour to ensure that all parties are kept informed of progress and any developments, but we will also need to show due regard to GDPR. This may mean, at times, that we are not able to provide or share information or updates, especially where they relate to other pupils.

School Staff

School staff work closely with our pupils and foster mutually trusting relationships. As a result, adults in school are well-placed to notice any changes in pupils' behaviour or attitude; this may be an indicator that something is wrong. If staff have any concerns about a pupil's welfare or are concerned that a pupil is displaying behaviours that could indicate that they are the victim of bullying or, indeed, perpetrating bullying, staff will act in line with the procedures outlined above in the 'Parents/Carers' section.

Visitors

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We ensure that all visitors to our school are aware of our child protection and safeguarding procedures and report any observed concerns to a member of the senior leadership team. We ask that visitors report their concerns, in person, by the end of the school day. The member of staff receiving the report will investigate, following the procedures outlined earlier.

School's Response to Allegations

At Abbey Primary School, all reports of bullying or reported concerns of bullying behaviours will be taken seriously and investigated. Even if an incident is not deemed as 'bullying' or a 'relational conflict', our school remains committed to supporting all pupils who have been involved and affected.

School keeps records of all reports of bullying, whether these prove to be founded or unfounded. This information is stored on our school's recording system - CPOMs. These electronic records are used to identify trends and inform our school's preventative work. Information from these records is discussed regularly at staff meetings to ensure that all staff are kept up-to-date and alert to any ongoing concerns.

Staff undertake a contextual approach to safeguarding and each incident will be dealt with on a case-by-case basis. Some of our school's responses may include, but may not be limited to:

- Talking to all pupils involved in the reported incident – this may include the victim, the alleged perpetrator, and any bystanders/witnesses
- Discussion with the parents (of the victim and/or the alleged perpetrator)
- Implementation of appropriate sanctions in accordance with our school's behaviour policy. These sanctions will be graded according to the seriousness of the incident, but will always send out the message that bullying is unacceptable
- Where necessary, discussion of the report/incident/case with other agencies followed by appropriate referrals (if required)
- Liaison with the wider community (e.g., the police, district council etc.) if bullying takes place off the school premises
- Implementation of a range of follow-up support/interventions appropriate to the situation (these may include informal or formal restorative work with the victim and alleged perpetrator, solution-focused meetings, individual or group work with the victim, individual or group work with the alleged perpetrator, individual or group work with any witnesses/bystanders, group work with the wider-school community etc.)
- Curriculum updates e.g., adaptation of the PSHE curriculum to improve pupils' learning in relation to contextual cases or external risks
- Monitoring of the effectiveness of actions taken - reassess/take more actions if appropriate
- Liaison with the Designated Safeguarding Lead if there are safeguarding issues or concerns – a DSL may then refer to the Nottinghamshire MASH
- Refer to the Nottinghamshire County Council 'Pathways to Provision' document and complete an EHAF if appropriate

Strategies for Preventing Bullying

At Abbey Primary School, we are committed to the safety and welfare of our pupils and have therefore developed the following strategies to promote friendly and positive behaviours and discourage bullying

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behaviours. Throughout the academic year, the effectiveness of these strategies is reviewed and may be expanded to address specific concerns or meet the needs of all members of our community.

The strategies we use include, but are not limited to:

- Active school council with representatives from each year group
- Taking part in Anti-Bullying Week annually (November)
- Taking part in Safer Internet Day annually (February)
- A robust PSHE/RSE curriculum for all year groups
- Specific curriculum coverage of issues relating to online safety and cyberbullying
- Our curriculum and resources are designed to promote equality and tackle prejudice
- Opportunities for pupils to share their voice and opinions – through surveys, school council, pupil interviews etc.
- Inclusive resources and books throughout the school - raising awareness of and celebrating differences
- Zones of Regulation/ ELSA support / Lego therapy / SEMH support for identified students
- Parent information area on the school website
- Regular staff training and development for all staff (including lunchtime supervisors and staff who support our before and after-school clubs)
- Staff as positive role models for expected behaviour and interactions with others

Complaints

If a parent/carer is not satisfied with the school's response, we ask that they follow the Complaints Policy and related procedures. This is available online from the school website, and by request from the school office.

Links with other policies

You may find it helpful to read this Anti-Bullying Policy alongside the following school policies:

Policy	How it may Link
Behaviour Policy	Includes details about the rewards and sanctions for pupils
Safeguarding Policy	Includes information about child protection procedures and contextualised safeguarding
Online Safety / E-Safety / Acceptable Use Policies	Includes information about children's online behaviour and details about online bullying/cyberbullying
Equalities Policy	Includes information about our school's approach to tackling prejudice and celebrating differences. Links to prejudice-related language and crime and the protected characteristics
RSE / PSHE Policy	Includes information about our school's RSE / PSHE programmes and how we teach about relationships, friendships, and bullying

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Complaints Policy

Includes information about how to make a complaint if you are not satisfied with the school's response

Monitoring and Review

This policy is reviewed and evaluated throughout the academic year. It is updated annually.