



Scampton Church of England Primary School

ANTI-BULLYING POLICY

Rationale

Scampton Church of England Primary School is a caring, positive and friendly community, who strive to create a safe environment for all our pupils. We have high standards and a strong set of values for our pupils and aim to provide a relaxed and secure atmosphere in which they can achieve to their full potential. No child should feel unhappy or unsafe which is why bullying of any kind is unacceptable at our school. Where bullying does occur, victims have the right to expect immediate action and for incidents to be dealt with promptly and effectively. In addition, anyone witnessing bullying in school is expected to report it to a member of staff. This policy aims to outline the key issues related to bullying in school and what Scampton Church of England Primary School will do to prevent and tackle all forms of bullying this ensuring good communication and consistency.

It should be noted that other members of the school community such as staff and parents should also have the same rights and should expect the same high standards of one another.

Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All of the above should be made aware of the school's policy on bullying and follow it to ensure consistency.
- To assure and reassure pupils and parents that the school takes bullying seriously and that they will be fully supported when issues arise.
- To be made clear that bullying will not be tolerated.
- Ensure that pupils staff and parents know about cyber bullying and its consequences Definition of 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".



- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. It can happen in person or online.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. 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
- Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Types of bullying

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Verbal – name-calling, sarcasm, spreading rumours, teasing
- Physical bullying- pushing, kicking, hitting, punching or any use of violence
- Emotional bullying -being unfriendly, excluding, tormenting
- Sexual bullying- unwanted physical contact or sexually abusive comments
- 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
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
 - o Bullying related to race, religion, faith and belief and for those without faith
 - o Bullying related to ethnicity, nationality or culture
 - o Bullying related to Special Educational Needs or Disability (SEND)
 - o Bullying related to sexual orientation (homophobic/biphobic bullying)
 - o Gender based bullying, including transphobic bullying



Signs and symptoms of bullying

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
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- 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 do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- 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
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & 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.

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:

- Scampton Church of England Primary School recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing
- By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential

How we deal with bullying at Scampton Church of England Primary School.

Bullying is rare at Scampton Church of England Primary School. However,

- All children take part in special activities during anti-bullying week each year to raise awareness and deal with issues
- Our PSHE curriculum covers aspects of bullying so that children understand the differences between falling out with a friend, and bullying.
- Our values and curriculum drivers incorporate elements to be proactive in encouraging children to celebrate differences in others and promote community.
- Staff are vigilant in looking for key signs of bullying and record any incidents in the school's Bullying Log (recorded on CPOMS).
- We are able to deploy TA support to help provide a range of strategies and resources to help support the victims of bullying and provide some counselling
- Pupils have access to other areas of the school for those needing extra social and emotional support at lunchtimes. This can help children who find it difficult to make friends or maintain meaningful friendships.



The whole school community will:

- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns
- Regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or affects pupils, even when they are not on school premises; for example, when using school transport or online.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.
- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Strategies in place for dealing with bullying behaviour

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

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- A clear and precise account of bullying incidents will be recorded on CPOMS. This will include recording appropriate details regarding names of witnesses, decisions and action taken
- Inform Headteacher
- The Headteacher (DSL) or Deputy Designated Safeguarding Lead (DDSL) may need to interview all parties involved
- The DSL or DDSL will be informed of bullying issues where there are safeguarding concerns
- 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
- Give child with bullying behaviour the opportunity to talk about what has happened with experienced member of staff
- Restorative practices will be used to restore the relationship between the child and the victim
- If it is not possible to restore relationships between the victim and the bully, other strategies will be considered to help the victim such as having different areas to play in; making special arrangements for arrival and departure from school; using a Buddy System at break while continuing to restore relationships
- Identify areas for development in small achievable steps for child to progress towards.
- In extremely serious cases, exclusions may be enforced.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm

Cyber Bullying

We recognise that cyber bullying can:

- Be conducted in a variety of different ways including via mobile phones, social media sites and the internet.
- Be carried out anonymously and/or by people completely unknown to the receiver.
- Be carried out by people of all different ages including parents against staff members.
- Cyberbullying can follow children and young people into their private spaces and outside school hours.

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.



- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - o looking at use of the school systems
 - o identifying and interviewing possible witnesses
 - o contacting the service provider and the police, if necessary
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - o support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content
 - o confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law
 - o requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude of bullying behaviour, as well as ensuring access to any additional help that they may need
- Inform the police if a criminal offence has been committed.

Our school has a clear awareness of the risks posed to pupils and staff from cyber bullying and recognises the shared responsibility we have to ensure its prevention (See Child Protection & Online Safety policies).

To prevent cyber bullying the school will:

- regularly promote awareness of the risks of cyber bullying and safe practices when using technology through regular assemblies throughout the year.



- ensure that the Computing Curriculum teaches children how to recognise cyber bullying and how to use ICT safely through a specific e-safety strand and as an integral part of any teaching and learning for computing.
- ensure that any related policies, including the “E Safety Policy” make specific reference to anti-bullying procedures.
- discourage mobile phones from being brought to school and ensure that any mobile phones brought onto the premises by pupils are kept in the school office.

Cyber bullying and the law:

Some cyberbullying activities could be criminal offences under a range of different laws.

Child on Child Sexual Violence and Sexual Harassment

Ultimately, any decisions are for the school to make on a case-by-case basis, with the designated safeguarding lead (or a deputy) taking a leading role and using their professional judgement, supported by other agencies, such as children’s social care and the police as required.

The school’s initial response to a report from a child is important. It is essential that all victims are reassured that they are being taken seriously and that they will be supported and kept safe. A victim should never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment. Nor should a victim ever be made to feel ashamed for making a report.

Keeping Children Safe in Education (2020) contains information on how to report and respond to incidents of sexual violence and harassment. This will be followed by the school. The school’s Sex and Relationships Education programme will support in a proactive way to minimise any incidents happening in the first place.

Supporting pupils who have been bullied in any form.

Pupils who have been bullied will be supported by:

- Listening to what is being reported-making sure they are not at risk of immediate harm
- Explore the incident in detail to find out if it was an isolated incident or a repeated act



- Reassuring the pupil that action will be taken and providing continuous pastoral support
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, 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 concerns and build resilience as appropriate
- Working towards restoring self-esteem and confidence
- Providing ongoing support; this may include:
 - o 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, Children's Services, or support through the Children and Young People's Service (CYPS)

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 and removal of privileges (including online access when encountering cyberbullying concerns)
- 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, support through Early Help or Children's Services.

It is important that all parties are spoken to personally unless there is a good reason not to.

Children with special educational needs and disabilities



Reviewed September 2025

Children with special educational needs (SEN) and disabilities can face additional safeguarding challenges. These can include:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration
- Being more prone to peer group isolation than other children
- The potential for children with SEN and disabilities being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs
- Communication barriers and difficulties in overcoming these barriers

Scampton Church of England Primary School will provide extra pastoral support to children with SEN and disabilities particularly when investigating any form of peer on peer abuse.

Preventing bullying Environment

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse)
- Recognises the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference
- Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly
- Actively create "safe spaces" for vulnerable children and young people



- Continuous work about bullying, feelings and relationships through PSHE activities in class
- Assemblies promoting good manners and caring behaviour through weekly reward systems
- Children and their parents sign an acceptable usage agreement before being allowed access to school IT facilities which outlines their responsibilities as technology users

Involvement of pupils

We will:

- Involve pupils to ensure that they understand the school's approach and are clear about the part they play in preventing bullying
- Regularly canvas children and young people's views on the extent and nature of bullying
- Ensure that all pupils know how to express worries and anxieties about bullying
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have

Involvement and liaison with parents and carers

We will:

- Ensure parents are aware that the school does not tolerate any form of bullying
- Make sure that key information about bullying is available to parents/carers in a variety of formats, including via the school website
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline



- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner

Where parents and carers are concerned or suspect that their child is a victim of bullying behaviour, they should contact their child's class teacher as soon as possible and arrange to discuss the issue. It is important that a parent / carer contacts the school as soon as possible if they suspect bullying as then staff members can start to rectify the problem.

Monitoring and review Putting policy into practice:

- The school will regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied
- Any issues identified will be incorporated into the school's action planning
- The Headteacher will be informed of bullying concerns, as appropriate

Links with other school policies and practices

This policy links with several school policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Child protection policy
- Confidentiality policy
- E Safety Policy and Acceptable Use Agreement



Reviewed September 2025

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk • Kidscape: www.kidscape.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceschools SEND
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send__module_final.pdf

Cyberbullying

- Childnet: www.childnet.com
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

Race, religion and nationality

- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Educate against Hate: www.educateagainsthate.com
- Barnardo's LGBT Hub: [www.barnardos.org.uk/what we do/our work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- EACH: www.eachaction.org.uk



Reviewed September 2025

- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying:
www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-andgenderrelated/preventing-and-responding

This policy will be reviewed on a regular basis in line with school priorities.