

ANTI-BULLYING POLICY

Created/Revised:	October 2025
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Review Date:	October 2026
Approved by Governing Body:	24.11.2025

1. DEFINITION OF BULLYING

1.1 Bullying is deliberately hurtful behaviour that can be repeated over a period of time and where it can be is difficult for victims to defend themselves. Bullying can be verbal, physical or online

1.2 It includes any behaviour against protected characteristics that is hurtful, emotionally or physically. Protected characteristics are personal traits that are safeguarded by law to ensure equal treatment. These characteristics include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex (gender)
- Sexual orientation

1.3 Cyberbullying is a serious form of bullying that occurs through digital platforms, including social media sites such as Instagram, Snapchat, TikTok, and messaging apps. It involves using technology to harass, threaten, embarrass, or target another person. This can include posting hurtful comments, spreading rumors, sharing private information without consent, or sending threatening messages.

Our school has a zero-tolerance policy for cyberbullying in all its forms. Any student found engaging in cyberbullying—whether during school hours or outside of school—will face appropriate disciplinary action, which may include parental involvement, loss of technology privileges, suspension, or referral to outside authorities. We are committed to promoting a safe and respectful environment both at school and online, and we strongly encourage students to report any incidents of cyberbullying to a trusted adult or staff member.

2. AIMS OF THE POLICY

- To raise awareness of bullying issues
- To ensure incidents of bullying are effectively and seriously managed
- To provide safe, caring classroom and playground environments • To give children the strategies and confidence to seek support

3. RESPONDING TO INCIDENTS OF BULLYING

- Bullying will not be tolerated so everyone needs to be aware of the procedures to follow.
- All incidents of bullying should be reported and recorded on CPOMS.
- A positive culture of support within school must be encouraged at every opportunity.
- The school council should be actively involved in this process.

- Hartburn Primary School will continue to promote the Playground Friend system.
- All staff should be informed of any cases of bullying.
- School will respond to any bullying, including online bullying which impacts on children outside school. Where appropriate, we may seek support from external agencies.

4. PROCEDURES TO FOLLOW

4.1 For Pupils

- Always seek support – your happiness is very important.
- You may report bullying to any member of staff.
- You may bring your parents or a friend.
- You can use the 'Worry Monsters' to report concerns.
- A member of staff will help you to decide what to do.
- If you see/hear another child at school who is either bullying of being bullied, you should tell a member of staff. It is important that all adults work to develop this culture.

4.2 Together you may choose one of more of these options:

- To talk to your class teacher.
- To think of ways to deal with it yourself.
- The teacher may talk to both you and the person upsetting you together.
- The teacher may talk to the person upsetting you alone.
- The teacher may talk to the class about the problem without naming anyone.
- To report it to the Head Teacher.
- Time will be made to follow this up at a later date to see if the problem has been resolved.

4.3 For Parents

To talk privately with your child and to think of strategies that your child can use. These may include:

- Talk to the person who is bullying you.
- Talk to the whole class about bullying.
- Record the incident in writing to help explain what is happening. This can include using the 'Worry Monster'.
- Report the incident to the Head Teacher.
- Report the problem to the class teacher or any other adult in school.

4.4 For the Class Teacher/Head Teacher

- The Head Teacher will decide on the action to take but this will usually involve:
- Speaking to both the pupil being bullied and the pupil who is bullying.
- Speaking to parents/carers.

- Sanctions.
- Making sure the pupil who was bullying understand the consequences of their actions.
- The incident will be officially recorded on CPOMS.
- The situation will be monitored and reviewed at a later date to see if the situation has been resolved.
- This policy takes account of the Human Rights Act 1998. When dealing with incidents of bullying, the school will consider the Human Rights issues.