



# Federation of Eileen Wade and Milton Ernest C of E Primary Schools

## Anti - Bullying Policy

Governors Committee:	Full Governing Board
Ratified:	16 <sup>th</sup> October 2025
Next date of Review:	Autumn 2026

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Anti- Bullying Policy

Policy Statement

Both schools within the Federation believe that all children have an absolute right to be educated in a safe and secure environment, protected from others who may wish to harm, degrade or abuse them. There is no justification whatsoever for bullying behaviour and it will not be tolerated in any form. Differences of race, religion, sexual orientation and ability are absolutely repudiated as reasons for bullying.

Bullying behaviour is a problem for both the person who bullies and the target and will be addressed in positive and constructive ways which provide opportunities for restoration, growth and development for the bully and victim alike.

Effective management of bullying is a shared responsibility and strategies involve school staff, parents / carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour. We will invest time and resources in the prevention and management of bullying and provide staff with advice, training and support to manage it with confidence.

Information about the school's policy and procedures will be available to children and their parents / carers.

Aims

- To fulfill our statutory responsibility to respect the rights of children and to safeguard and promote their welfare.
- To clarify the school's responsibility for responding to incidents of bullying and to emphasise to staff, pupils and their parents and carers, the school's zero tolerance towards bullying behaviour.
- To eliminate intimidating behaviour and promote a caring co-operative school ethos in which every pupil is valued and is able to realise their true potential.
- To address bullying through the implementation of whole school policy and procedures.
- To reassure parents and carers that the school takes their children's welfare seriously and that they are being educated in a safe and secure environment.

Definition

Bullying is the persistent, wilful, conscious desire to hurt, threaten or frighten someone. It can be defined as the ‘unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally, and excluding someone from a group on purpose’.

It can be repeated instances of, for example:

- hitting, kicking, punching, spitting, biting, harming another in any way
- threatening behaviour
- name calling
- spreading rumours about someone
- deliberately destroying another child’s property
- persistent exclusion of a child from a game, conversation etc.

It is not necessarily bullying when children of a similar age have the occasional disagreement, fight or quarrel.

We also recognise the seriousness of prejudice related bullying. For example, where the incident may be a one-off. Allowing incidents to go unchallenged or unrecorded because they are perceived to be a ‘one-off’ not only fails the perpetrator, who might carry the burden of prejudice and the target of the incident but also fails to provide a positive and safe environment for all staff and pupils. Effectively dealing with and recording prejudice incidents demonstrates to both staff and pupils that our school has a positive ethos, where all pupils are valued and prejudice and discrimination are not accepted. This ethos helps prevent bullying from happening in the first place.

### Scope

This policy applies only to incidents of bullying which take place on school premises. The school is not legally responsible for bullying which takes place elsewhere. (L.B.S. v Sussex C.C.)

However, the school does have an enduring interest in the welfare and conduct of its pupils and will, whenever possible, respond positively to any information it receives about bullying outside the school. The school will work with the children involved, their parents and carers, and where necessary, the appropriate outside agencies and organisations to resolve the situation.

### Prevention Strategies

- opportunities will be given, through the PSHE curriculum, Values Education, Anti-Bullying week and assemblies, to raise pupils awareness of the school’s zero tolerance of bullying and the consequences of bullying for the victim and the perpetrator.
- pupils will learn what they should do if they or someone they know is being bullied
- “circle time” can be used by children to share their feelings and concerns in a context which is non – accusatory
- the school’s golden rules will be discussed and reinforced regularly □ the rules of acceptable behaviour will be taught and modelled.
- social skills will be taught and modelled .

- all incidents of bullying will be reported, as soon as possible, to the headteacher and recorded on CPOMs
- incidents of bullying will be responded to in a structured way either as a classroom theme or assembly topic.
- opportunities will be created for the restoration of relationships
- parents and carers will be made aware of the school's policy and will be involved in the resolution of any incidents of bullying which affects their child
- any early signs of distress will be investigated e.g. if a child does not want to go out to play, becomes withdrawn or wants to stay close to an adult.
- The school will monitor incidents of bullying

### Responses for the Target and the Perpetrator

It is the school's responsibility to ensure that any incident of bullying is managed in a way that is fair, proportionate and has a positive outcome for all children involved. All incidents of bullying are different and will therefore be handled accordingly.

Responses for the victim are dependent on the individual's needs and may involve some or most of the following:

- Listening and taking seriously any reports of bullying
- Immediate action to stop the incident and secure the child's safety
- Positive reinforcement that reporting was the correct thing to do
- Reassurance that the victim is not responsible for the behaviour of the bully
- Providing strategies to prevent further incidents
- Sympathy and empathy
- Befriending
- Extra supervision / monitoring
- Creation of a support group
- Informing / involving parents / carers
- Adult mediation between victim and bully
- Conflict resolution in place
- Review progress

Responses for the Bully:

- Immediate action to prevent an incident of bullying in progress
- Engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable
- Loss of play times
- Daily report to the Head teacher
- Withholding participation in activity which is not an essential part of the curriculum
- Parents / carers informed
- Instruction in alternative ways of behaving
- Adult mediation between victim and bully
- Rewards / positive reinforcement for children in order to promote change and bring unacceptable behaviour under control
- In extreme cases, which may involve violence, exclusion (internal, fixed term or permanent) will be considered

- Work with the bully to discover any underlying reasons for their behaviour ☐ Involvement of outside agency/agencies

### Monitoring and Evaluation

Each reported incident of bullying will be recorded. Incidents based on differences of race, gender, ability and sexual orientation will be identified.

Trends in behaviour will be reported to the Governing Body, pupils and parents / carers.

This policy will be reviewed annually by staff and governors and amended to address any concerns or changes of procedures.