Castlemorton CE Primary School

Anti-Bullying Policy

Approved by:	**LAB**	**Date: October 2026**	
Last reviewed on:	**October 2026**		
Next review due by:	**October 2027**		

Our Christian Vision

Our vision, as a church and community school, is to express the love of God, both in word and action, pursuing compassion, respect for others, courage, perseverance and justice, so that all our pupils may achieve their full potential as students and citizens, and make a difference in the world.

OUR VALUES Compassion Respect Courage Perseverance Justice

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1. Introduction

At Castlemorton CE Primary School, our Christian values of compassion, courage, respect, justice, and perseverance guide every aspect of our school life. We are committed to nurturing and supporting each child so that they flourish and grow to their full potential.

We aim to provide a safe, caring and friendly environment for learning where every child is valued, supported and able to thrive.

We expect pupils to act safely and feel safe in school. We also expect them to understand the issues relating to all forms of bullying and feel confident to seek support from staff when needed. Parents and carers should feel assured that their children are safe and cared for and that concerns will be dealt with promptly and effectively.

This policy reflects statutory requirements, including the Equality Act 2010 and Keeping Children Safe in Education (September 2025) and our responsibility to work in partnership with parents, the Local Academy Board (LAB), and outside agencies.

2. Policy Development

This policy has been developed in consultation with:

- Staff – through staff meetings and training
- LAB – through discussions and review
- Parents/carers – through meetings and surveys
- Children – through the School Council, pupil voice meetings and class discussions

This policy is available
Online at Castlemorton Policies
From the school office

3. Roles and Responsibilities

- Headteacher – holds overall responsibility for the policy, ensuring implementation, liaising with governors, parents, carers, and outside agencies.
- Governors (LAB) – ensures the policy is monitored and evaluated.
- All Staff – responsible for recognising and responding to bullying, recording concerns and supporting pupils.
- Pupils – encouraged to speak out, support one another, and live out our school values.
- Parents/Carers – expected to work in partnership with the school, raising concerns quickly and constructively.

4. Definition of Bullying

Bullying is:

"The repetitive, intentional hurting of one person or group by another, where the relationship involves an imbalance of power. It can be physical, verbal, emotional or online." (Anti-Bullying Alliance)

Key features:

- A deliberate intention to hurt or humiliate
- An imbalance of power making it difficult for the victim to defend themselves
- Usually persistent, though serious one-off incidents may also be classed as bullying

We distinguish bullying from relational conflict/fallouts, where incidents may be unintentional, occasional and between peers of similar power. These still require adult support and intervention.

5. Types of Bullying

Bullying can include:

- **Physical** – hitting, kicking, taking belongings
- **Verbal** – name-calling, threats, teasing
- **Emotional/Social** – exclusion, rumours, humiliation
- **Cyber** – online harassment, impersonation, posting harmful content
- **Prejudice-related bullying** – targeting protected characteristics (e.g. race, disability, religion, gender, sexual orientation) or other vulnerabilities (appearance, SEN, looked-after children, young carers)

We challenge all prejudice-based language and behaviour, recognising that even "banter" is harmful.

Some forms of bullying are attacks not only to the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to racial harassment/bullying, the use of homophobic language or bullying of pupils who have special educational needs

6. Creating an anti-bullying climate in school

Our school's Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

We also draw on the school's Curriculum, especially in PSHE lessons to promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy.
- Increase understanding for victims and help build an anti-bullying ethos.
- Teach pupils how constructively to manage their relationships with others.

Circle Time, assemblies, role- plays and stories are used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents:

Posters around school will tell pupils what to do if they are being bullied, or see others being bullied, and information about Childline and other sources of confidential help will be displayed.
Our Peacemaker system promotes an opportunity for older children to support others, and to support friendships on the playground.
We will regularly ask pupils whether they feel safe in school and we will supervise, and try to eliminate any unsafe areas they report to us.
We will provide regular training/reminders for teachers and non-teaching staff on spotting the signs of bullying and how to respond to it.

7. Procedures for reporting and responding to bullying incidents

They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

- Report all bullying allegations and incidents to staff.
- All cases of bullying will be recorded by staff.
- Staff will make sure the victim(s) is and feels safe.
- Appropriate advice will be given to help the victim(s).
- Staff will listen and speak to all children involved about the incident separately.
- The problem will be identified and possible solutions suggested.

- Staff will attempt to adopt a problem solving approach to best support the child/children.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- Staff will reinforce to the bully that their behaviour is unacceptable.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied.
- If possible, the pupils will be reconciled.
- An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
- In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Bullying incidents will be discussed regularly at staff meetings.
- Bullying incidents will be discussed with the Safeguarding Governor and will also be discussed at the LAB Meeting where the number of incidents, action and impact will be spoken about.
- All records of incidents will be logged and kept by the school. These will then be passed on to the next school when they leave Castlemorton CE Primary School, in order for a history to be built upon at their new school (if necessary).

When tougher measures are needed

If necessary, we will invoke the following range of sanctions. These include:

- Removal from the group (within the class).
- Withdrawal of break and lunchtime privileges.
- Withholding participation in school events that are not an essential part of the curriculum.
- In extreme cases we will also consider fixed term and/or permanent exclusion from the school.

8. Strategies for dealing with bullying

In dealing with incidents of bullying we will use a range of strategies, selecting those appropriate to the circumstances from the following list:

- Cooperative group work throughout the school – to encourage children to work together, be tolerant of others' ideas and be more willing to listen.
- Circle Time – To set aside time for pupils to take part in enjoyable games, activities and discussion in a safe environment where opinions are valued.
- Circle of Friends – To build relationships around a vulnerable pupil with the pupil and parents' agreement to offer support and friendship.
- Befriending – Appoint a specific pupil (s) to support another (appointed by a member of staff).
- Support Group – To involve the bullied pupil, those involved in the bullying and others (if appropriate) to form a group to support the bullied pupil. Responsibility for change lies with those who were involved in the bullying.
- Mediation by adults – To establish ground rules that will enable the bully and the person being bullied to co-exist in school.

Further guidance can also be sought from **Kidscape** and appropriate action taken. (www.kidscape.org.uk)

This policy will be reviewed annually alongside our Behaviour Policy and submitted to the LAB for approval.

9. Linked Policies

This policy should be read alongside:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Online Safety Policy
- Equality Policy
- Child-on-Child Abuse Policy
- SEND Policy

10. Monitoring and Review

This policy will be reviewed every two years, or sooner if required. The LAB will monitor implementation through Headteacher reports and pupil/parent feedback.

Supporting Organisations

- Anti-Bullying Alliance: https://anti-bullyingalliance.org.uk/
- Childline: https://www.childline.org.uk/
- Family Lives: http://www.familylives.org.uk
- Kidscape: https://www.kidscape.org.uk/
- NSPCC: https://www.nspcc.org.uk/
- Young Minds: https://www.youngminds.org.uk/young-person/coping-with-life/bullying/