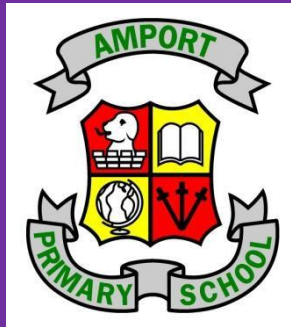


Amport C.E. (Aided) Primary School



Anti-Bullying Policy

COURAGE COMPASSION RESPECT

RATIONALE

Amport CE (Aided) Primary School is committed to providing a positive, inclusive and caring environment for all staff and pupils. We aim to provide an atmosphere of openness, acceptance, tolerance and forgiveness. We recognise that bullying, especially if left unaddressed can have a devastating impact on individuals. It can be a barrier to learning and have serious consequences on mental health. We have high expectations of behaviour and take bullying and its impact very seriously. By effectively preventing and tackling bullying we can create a positive and safe environment where pupils are able to learn and fulfil their potential.

We value our religious character and our Church of England principles underpin all we seek to do as a school. We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat everyone with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

AIMS

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To make sure bullying is stopped as soon as possible if it does happen and that those involved receive support they need
- To have a school Behaviour Policy to support the Anti-Bullying Policy
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.

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- To support children and their parents through the process should their child be affected by bullying in any capacity, whether as a by-stander, perpetrator, victim or witness to bullying behaviour
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

This policy has been written on the basis of legislation, policy and guidance that seeks to protect children.

Preventing and tackling bullying DFE Guidance

https://assets.publishing.service.gov.uk/media/625ee64cd3bf7f6004339db8/Preventing_and_tackling_bullying_advice.pdf

Hampshire County Council

Information about bullying and how to deal with it

<https://www.hants.gov.uk/socialcareandhealth/childrenandfamilies/safeguardingchildren/bullying>

Anti Bullying guidance for Church of England Schools

<https://www.churchofengland.org/about/education-and-schools/education-publications/anti-bullying-guidance-church-england-schools>

The Equality Act 2010

A key provision of the Act is the public sector Equality Duty (PSED), which places a general duty on public authorities (including schools) to be proactive in addressing inequalities. The Duty requires schools to have due regard to the need to

- eliminate discrimination, harassment, victimisation and any conduct that is prohibited under the Act.
- advance equality or opportunity between those who share a protected characteristic and those who do not.
- foster good relations between people who share a protected characteristic and those who do not.

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that every school must have measures to encourage good behaviour and respect for others and to prevent all forms of bullying among pupils.

The schools behaviour policy runs alongside the anti-bullying policy and can be found on the school website. This policy should also be read and understood in the context of our Safeguarding and child protection policy.

<https://www.legislation.gov.uk/ukpga/2006/40/section/89>

DEFINITION OF BULLYING

We recognise the Church of England's definition of bullying as

"hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment."

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Occasional verbal or physical acts do not constitute bullying; please refer to our Behaviour Policy.

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

REPORTING

At Amport CE (Aided) Primary School, children know they can speak to any adult in school if they have any worries or concerns, including any issues around bullying. The children are reminded of this regularly and adults are available every break time should children need to talk to them. We also remind children they should also talk to a trusted adult if they have concerns about a friend.

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Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

REPORTING – Roles and Responsibilities

- All staff have a duty to challenge bullying (including HBT bullying and language), report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.
- The Senior Leadership Team and the Headteacher have overall responsibility for ensuring that the Anti-Bullying Policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people
- Parents have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration).
- Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying they should offer support to the victim and encourage them to report it.

RESPONDING TO BULLYING

The immediate priority is to stop the bullying, so instances will be dealt with without delay. Parents will be informed. In serious or persistent cases, parents may be asked to come in to a meeting to discuss the problem. It is important for the school to understand the motivation behind the bullying. All attempts will be made to help the bully or bullies change their behaviour.

In accordance with our Behaviour Policy, we will encourage individuals and groups to work together to improve their understanding of what has taken place and jointly agree the best solution moving forwards.

Any incidents will be recorded using CPOMS. This will enable patterns to be identified. Keeping records of bullying incidents will also enable the school to:

- Manage individual cases effectively
- Monitor and evaluate the effectiveness of strategies
- Celebrate the Anti-Bullying work of the school

Consequences for bullying are intended to hold pupils who bully to account for their behaviour and to ensure that they face up to the harm that they have caused and learn from it. They also provide an opportunity for the pupil to put right the harm they have caused. Consequences are detailed in the school's Behaviour Policy and will be applied fairly, consistently and reasonably, taking into account the needs of vulnerable pupils.

We have powers to search included within the Education Act 2011 to tackle cyber-bullying, including, where necessary, deletion of inappropriate images or files on electronic devices,

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including mobile phones. We use this power under the specific authority of the Headteacher and only where there is good reason to do so.

BULLYING OUTSIDE OF SCHOOL

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy

DEROGATORY LANGUAGE

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS. Follow up actions and sanctions, if appropriate, will be taken for pupils found using any such language.

PREJUDICE BASED INCIDENTS

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school (CPOMS), with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

STRATEGIES TO PREVENT AND TACKLE BULLYING

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We hold an annual pupil-friendly Anti-Bullying Week to ensure that all pupils understand what is meant by bullying and know how to report bullying.

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- Our PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions
- There are regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions
- Stereotypes are challenged by staff and pupils across the school.
- Peer-mentoring, pupil-led programmes (eg. Yr R/Yr 6 Buddy system, ELSA, Mental Health Champions) offer support to all pupils.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups such as Head Pupils and Mental Health Champions
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate

TRAINING

The headteacher is responsible for ensuring that all school staff (including teaching assistants, chaplains, church school workers and midday supervisors) receive regular training on all aspects of the anti-bullying policy.

MONITORING THE POLICY

All staff are responsible for reporting behaviour incidents on CPOMS and this includes instances of bullying. The Headteacher is responsible for monitoring the policy on a day-to-day basis. The headteacher is responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

EVALUATING AND REVIEWING

The headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld. The governors are in turn responsible for evaluating the effectiveness of the policy and by in school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed. The policy is reviewed every 12 months.

Name of Unit/Premises/Centre/School	Amport C.E. (Aided) Primary School
Date of Policy Issue/Review	09/01/2026 January 2027
Name of Responsible Manager/Headteacher	Nicky King
Signature of Responsible Manager/Headteacher	<i>N.King</i>