Primrose Hill Primary School

Anti-Bullying Policy

March 2025

Review date: September 2025

Introduction

We are committed to providing a caring, friendly, respectful and safe learning environment for all of our pupils. We promote an inclusive ethos that focuses on respecting one another and celebrating difference and diversity. Bullying and prejudice-based language of any kind, involving pupils, adults towards pupils, staff or parents are unacceptable and will not be tolerated at our school.

We understand the devastating and lasting effect being bullied can have on some children and we will deal with all incidents equally seriously, quickly and effectively, whether it has taken place in or outside of school. Preventing and tackling bullying is part of our work to support pupils' social and emotional development and to be recognised as a healthy school.

School Rules
These are referred to and followed by everyone. At the beginning of each term, there will be a whole school, phase or year group assembly to reiterate expectations.

- Ready

- Respectful

- Safe

Key principles

- Bullying and prejudice-based language of any kind, involving pupils, adults, staff or parents is unacceptable and will not be tolerated at our school.
- All pupils have the right to learn in an environment where they feel safe and happy
- Preventing and tackling bullying is part of the school's approach to promoting good behaviour and is supported by our commitment to providing a caring, friendly, respectful and safe learning environment for all of our pupils.
- We promote an inclusive ethos that focuses on respecting one another and celebrating difference and diversity, where bullying is never acceptable.
- We understand the devastating and lasting effect being bullied can have on some children and we will deal with all bullying incidents equally seriously, quickly and effectively
- Preventing and tackling bullying is part of our work to support pupils' social and emotional development and positive mental health

Definition of Bullying

We have based our definition on the Department for Education's definition in their guidance; Preventing and Tackling Bullying" July 2017

Bullying is

Behaviour by an individual or group, which is repeated over time, that intentionally hurts another individual or group either online or face-to-face, and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

We use the acronym developed by Kidscape; S.T.O.P to explain bullying to pupils-Several Times On Purpose)

We recognise that bullying can be:
- **physical** (pushing, hitting, punching, kicking).
- **verbal** (yelling abuse at another, name-calling, insulting someone, using verbal threats, offensive mimicry of accent and/or pretending not to understand what is said, using discriminatory language)
- **Emotional-**social exclusion, talking about children behind their back
- **indirect** (also known as social bullying or relational bullying-spreading rumours, social exclusion, disclosing another's secrets to a third party, graffiti).
- **Online** (cyberbullying) –bullying using electronic media, such as email and texts, chat rooms, blogs and social networking sites, apps, gaming, making or sharing derogatory or embarrassing images or videos of someone via mobile phones or email (eg sexting). Sexualised online bullying can be a form of sexual harassment and/or sexual violence. Online bullying, also know as cyberbullying, can continue beyond school hours, affect pupils at home, and is often anonymous. It may include the sharing of offensive messages, images or videos via social media or messaging platforms. In extreme cases, this may constitute a criminal offence under laws such as the Malicious Communications Act or harassment Act. Incidents of online bullying or harassment, particularly those involving sexual content, grooming, or threats, may constitute safeguarding concerns. In such cases, our Safeguarding Lead will assess whether a referral to Camden's MASH or the Police is needed. Our online safety and anti-bullying strategies are supported by robust filtering and monitoring systems, in line with the department for Education's standards, to minimise the risk of pupils encountering harmful online content while at school.
- A form of child on child abuse

We recognise the potential for children with SEN and disabilities who might be disproportionally impacted by behaviours such as bullying, without outwardly showing any signs.

Bullying can relate to
- race, religion, culture or belief (or no belief)
- special educational needs and disabilities
- young carers
- looked after children
- socio-economic and/or family background
- gender and gender identity
- appearance and size
- ability and attainment

- a person's sexuality (sexist or sexual bullying)
- a dislike or fear of someone who is or is perceived to be lesbian or gay (homophobic bullying)
- a dislike or fear of someone who is or is perceived to be bisexual or bi (biphobic bullying)
- a dislike or fear of someone who is or is perceived to be trans* (transphobic bullying)

an umbrella term used to describe people whose gender is not the same as, or does not sit comfortable with, the sex they were assigned at birth. Trans people may describe themselves using a variety of terms, including transgender, non-binary, both male and female, neither male or female (transphobic bullying)

The difference between bullying and other hurtful behaviour
Our definition of bullying does not include conflict and/or friendship problems between children and young people or one off incidents. These problems will still be dealt with seriously to prevent them developing into bullying behaviour.

Developing the policy

This policy was originally produced by the whole school community and involved a series of meetings with the school council, teaching and support staff, parents and carers and governors about bullying and what can be done to prevent it. Through those discussions we agreed the definition of bullying and the approach the school should take to prevent and tackle it.

When developing this policy the school took account of
- Preventing and Tackling Bullying DfE July 2017
- Camden's example anti-bullying policy Sept 2020
- Camden's model online safety policy for schools Sept 2024
- Keeping Children Safe in Education Sept 2024
- Sexual violence and sexual harassment between children in schools DfE May 2018
- Statutory responsibilities in regards to preventing and tackling bullying. *See Appendix 1 for statutory responsibilities*

Links to other policies
This policy is part of our approach to promoting good behaviour and links to our policies on behaviour, equalities, online safety, child protection and safeguarding and RSE.

Preventing bullying

We carry out an annual survey with pupils, staff and parents to find out what is happening in school and to use the results to inform future prevention activities and targeted interventions and celebrate successes.

Our approach to preventing bullying involves direct teaching about healthy relationships, different types of bullying and its consequences, celebrating difference and diversity and promoting equality and inclusiveness and positive behaviour.

We do this through
1. *Whole school ethos and environment*
2. *Whole school activities*

1. Whole school ethos and environment

We aim to create a positive, safe and inclusive environment that reduces the opportunities for bullying to take place, promotes positive relationships and where pupils can discuss and report bullying and be confident that it will be dealt with effectively.

- We have high expectations of children's behaviour to show respect for each other and accept responsibility for their behaviour
- Staff model positive behaviour and communication skills both with pupils and other adults in the school.
- We teach children the kind of behaviour we expect and reward good behaviour
- Staff always challenge and educate children when they use prejudice-based language; explaining why it is wrong and how hurtful it can be, including homophobic, biphobic and transphobic language
- We encourage children to tell an adult if they are worried or upset about anything
- We have a range of activities during break and lunchtimes that promote cooperative activities and reduce domination of the playground by rough games and football
- Our break and lunchtimes are well supervised and support staff are trained in organising structured activities and encouraging all children to participate
- We talk to children to find out how safe they feel in the playground and around the school
- We take particular care of children with special educational needs and disabilities, who may be more likely to be victims of bullying and make sure that they feel safe and included in school and help them to develop skills to manage emotions and relationships and handle friendship situations.

2. Whole school activities

- We recognise and celebrate difference and diversity through our books and our PHSE curriculum
- We support and promote national campaigns including Black History Month, Anti-bullying week and Mental Health Days.
- We organise specific assemblies on bullying and its consequences and what to do if pupils see or experience it
- We have a specific focus on the role of bystanders and teach children that if they witness bullying they should report it to a teacher or trusted adult, stick up for the person being bullied and make it clear bullying behaviour is wrong
- We teach about gender equality and actively challenge gender stereotypes and promote equality through displays, stories and images
- We provide a range of lunchtime clubs and "safe spaces" for vulnerable children
- We carry out annual surveys to find out how safe children feel in school, whether they have experienced or seen bullying and how well they feel the school deals with bullying.
- We hold a week of activities focused on friendship and anti-bullying to recognise national anti-bullying week

- We have playground 'friendship squad' that ensure the playground is a safe and fun place to be; organising playground games and checking that children are happy and feel included.
- We have "worry boxes" in each class for pupils to tell us about any worries they might have
- We have Wellbeing Champions who promote awareness and positivity
- We make sure that there are no areas of the school where it is difficult to supervise pupils, our playgrounds are zoned and adults are responsible for monitoring specific areas.

3. Curriculum

Teaching about bullying is part of statutory Relationships Education and Health Education in all primary schools. These became part of the curriculum from September 2020. *See Appendix 2 for the statutory content.*

Bullying prevention is covered broadly in the curriculum, covering the statutory content and with a focus on types of bullying, the impact and how to report and get help, healthy and unhealthy relationships, respect for difference, stereotyping and its consequences, prejudice and discrimination. These aspects are taught in PSHE and also covered across the curriculum through relevant subjects.

Our pupils learn
- that bullying (online and offline) is not acceptable
- what bullying is and different types of bullying including online/cyberbullying, homophobic, biphobic and transphobic, the impact of bullying on the person, relationships and mental health and how it can develop into prejudice and discrimination, why people bully
- strategies to respond to bullying, the responsibilities of bystanders what to do about it, how to report bullying and get support
- how to prevent bullying
- about the importance of respect for others, being inclusive and celebrating difference and diversity
- that difference is positive and that we are all unique
- the negative impact of stereotypes
- skills to manage feelings, develop empathy, resolve conflict fairly, to cope with friendship problems and make and maintain healthy relationships
- how to keep safe and behave responsibly when online and how to report bullying

Every class has circle time, which is an opportunity for the class to regularly talk and listen to one another about social and emotional issues. It helps to promote positive relationships and positive behaviour and helps children share responsibility for creating a better learning and caring environment.

We use resources that enable a greater understanding of difference and diversity through their use of language, cultural attitudes and images, avoiding stereotypes and celebrating difference such as including images of people with disabilities and those with same-sex parents when teaching about families.

4. Training and support for staff

We have regular safeguarding training which includes an update of this policy (to coincide with Anti-Bullying week) to ensure that staff know how to identify bullying, what to do if it occurs and how to prevent it.

Staff are aware of the signs of bullying that may include a child
- becoming withdrawn or changing their usual behaviour or attitude to school
- becoming distressed and upset without being able to say why
- self harming
- showing unexplained bruises or marks on their body (and some may refuse to change for PE)
- bullying others
- stealing items to give to the bully
- becoming afraid of going to school
- becoming disengaged with school
- refusing to go to school

5. Involving pupils

We want all pupils to contribute to the development of the school's approach to tackling and preventing bullying, including when they might be bystanders. We involve pupils through the school council and assemblies.
- Friendship Squad
- getting involved in planning for the annual Anti-bullying Week

6. Involving parents and carers

We believe that parents and carers have a crucial role in supporting the school's anti-bullying policy and in actively encouraging their child to be a positive member of the school. We ask all parents and carers to sign the Home-School agreement when their child starts school. This agreement sets out what parents and carers can expect from our school and what is, in turn expected from parents and carers. This includes our approach to preventing and dealing with bullying and is clear that bullying is unacceptable.

We run workshops for parents and carers about what bullying is, what to do if their child is bullied or is bullying, and how the school will deal with it as well as workshops on online safety and what to do if their child experiences online bullying.

We have an annual school survey for parents and carers that includes questions about how well they think the school is dealing with bullying.

We produce a leaflet for parents and carers, pupils, staff and governors and visitors that sets out the school's definition of bullying and our approach to tackling and preventing bullying.

Dealing with bullying

We aim to have a consistent approach throughout the school to deal with bullying and treat all forms of bullying equally seriously. There is guidance in the staff handbook on how bullying and prejudice-related incidents should be identified, assessed, recorded and dealt with.

We will investigate and act upon any bullying incident that is reported to school staff promptly, whether taking place at school or outside of school eg online, on public

transport, outside local shops. We will also consider whether it is appropriate to notify the police of the incident.

We will communicate with parents regularly throughout the investigations.

This policy reflects our online safety policy, where there are details of how we manage online bullying incidents.

Reporting bullying
Pupils can report bullying to any member of staff, but we recognise that sometimes pupils may be reluctant to report it for fear of it getting worse. We try to make it as easy as possible for pupils to report bullying through
- Worry boxes in each classroom (children have the option on the template where they can name a preferred adult to talk to) that are checked daily
- Assemblies that identify who they can talk to, each child can name their 5 trusted adults
- A member of SLT available every lunchtime

We also have a range of ways parents and carers can report bullying;
- Contacting the Pastoral Lead/SLT
- Meeting the class teacher
- Contacting the Safeguarding lead
- Contacting the Headteacher

We aim to be sensitive to the needs of parents and carers, take every incident seriously and act promptly to end the bullying.

Recording bullying
Staff who identify or who are told about bullying or prejudice-based language enter this information onto the appropriate logging system (CPOMS or Arbor) and inform the Pastoral Lead.

We record all incidents of bullying and prejudice-based language and record what each type is; including race, disability, religion, ethnicity, gender, SEN, homophobic/biphobic/transphobic, and appearance.

Information is recorded about
- Whether it is defined as a one-off incident or persistent bullying
- The type of incident or bullying e.g. racist, sexist
- The kind of behaviour e.g. verbal, physical, online/mobile phone
- A description of what happened and who was involved
- How the incident or bullying was dealt with and resolved
- How parents were involved
- Whether as a result of the response the incident or bullying has stopped

Records of one-off incidents and bullying are reviewed to ensure they have been resolved effectively.

Data on bullying incidents are reported to governors each term, including numbers of incidents and types of bullying

What will we do if we know someone is being bullied?
We will
- Identify a senior member of staff to investigate

- Support the child and talk with them about what has happened and what they would like to happen
- Record the incident on our database
- Investigate the incident and talk to each child involved including bystanders, separately to find out what has been happening and why
- Tell the parents/carers involved and keep them informed of how the incident is being dealt with and whether the bullying has stopped
- Spend time talking to the child who has been or is being bullied to see if they would like further support such as regular meetings with the Pastoral Lead or another intervention
- Talk with others that have been bystanders to the bullying, about how they could stop bullying in the future and offer support if needed
- Continue to monitor the situation to ensure that the bullying has stopped and intervene if the bullying appears to be carrying on or to have started again.

What will happen to the child who has been bullying (perpetrator)?
We will
- Support the child who has been bullying
- Investigate the incident and talk to the child involved and find out what has been happening and why
- Explain to the child who is bullying why their behaviour is wrong and try to help them to see this for themselves. Be clear that bullying is not tolerated at school and that their behaviour must not be repeated
- Expect the child to apologise for their behaviour and agree to stop
- Spend time talking to the child who has done or is doing the bullying and try to find out if there are underlying reasons for their behaviour and if they could benefit from support or interventions to help them manage their behaviour and/or develop their personal and social skills
- Use appropriate approaches eg restorative approaches which hold the child who is bullying accountable for their actions and deters them from bullying again.
- Use formal sanctions, such as keeping them in at lunchtimes, missing a special event. The sanction used will depend on the severity and persistence of the bullying behaviour. Where appropriate we may also impose further sanctions, such as fixed term suspensions.
- Inform the child's parents/carers and ask them to follow up on these messages at home.

We will also reinforce to all pupils that bullying behaviour is wrong and unacceptable

Evaluation of any Bullying Incident

Following any bullying incident we ask the pupil who has been bullied and their parent/carer for feedback about how the school dealt with the bullying incident and use this to review our approach and make changes as needed. We analyse data on bullying to help plan future actions to reduce bullying and eliminate discrimination.

Support for pupils and parents

Advice to pupils
- If you are a victim of bullying (whether in or outside of school), it is very important to tell somebody you trust. You can tell a member of staff or anyone you want to talk to.
- Being the target of a bully is never your fault and the school will always take you seriously and take action to stop the bullying and support you to feel safe

again
- If you cannot tell anyone at school, you can tell your parents who will tell us.
- You can also email, text and have an online chat with a counsellor at Childline. Their website is: http://www.childline.org.uk
- Friends of those targeted by bullies should tell staff or a parent
- Nobody deserves to be bullied– remember, you have a right for this not to happen to you and it is not weak to tell someone

Advice to bystanders
Do not ignore or support bullying behaviour if you see it happening to someone else. If you do see someone being bullied please:
- Do not join in even if you feel pressured to do so
- Tell a member of staff what you have seen
- Tell your parents or carers or someone else you trust
- If you feel safe to do so, tell the bully/bullies they should stop
- You could tell the person who has been bullied that you don't agree with what's happened. When people are bullied they can feel very alone and can blame themselves, so it's good to have support
- If you are not sure what you should do, you could call Childline which is a confidential advice service for children. The number is: 0800 1111
- You can also email, text and have an online chat with a counsellor at Childline. Their website is: http://www.childline.org.uk

If you are bullying someone
- Stop
- Talk to someone about what you're doing and ask for help to understand and change your behaviour – and to find out how you can apologise and make amends to the person you've been bullying.
- If you are not sure what to do, you could call Childline which is a confidential advice service for children. The number is: 0800 1111. You can also email, text and have an online chat with a counsellor at Childline. Their website is: http://www.childline.org.uk
  They won't judge you and they understand that there are often many reasons why children and young people bully others, sometimes because they themselves have been bullied.

Guidance for parents and carers

If you are concerned, your child might be being bullied or your child has told you they are being bullied
- Take time to listen to your child and stay calm
- Suggest that the best way to deal with any bullying is to talk to the school and never to fight back
- Find out how long it has been going on for
- Explain to them that bullying is unacceptable and that no one should have to put up with it. Promise to do all you can to stop it.
- Write down what your child has said. If it involves cyberbullying, keep any evidence of emails and texts
- Encourage your child to talk to their teacher or someone at the school
- Never intervene with other children or children's parents, but let the school know.
- Contact your child's class teacher or the Pastoral Lead as soon as possible to let them know your concerns. The school will take any incident of bullying

extremely seriously and will deal with it quickly to find out why it has happened and to prevent it happening again
- Staff may not know about the bullying and will need to know what has happened and will discuss with parents and carers action to be taken
- Staff will update parents and carers about what they are doing to resolve the issue and when it has been resolved
- If you are not satisfied with the response you get and any action taken, you should contact the Headteacher with your concerns.
- If you remain dissatisfied with the way the school has dealt with the incident, you should follow the school's complaints procedure, as detailed on the school's website

What to do if your child is bullying someone else?
It can be a shock to parents and carers that their child could be bullying another child in the school. There are many reasons why some children and young people bully others. Sometimes it's because they are copying someone at school or elsewhere, or being encouraged to bully or that they have been a victim of bullying themselves. It may be hard to spot although one sign could be that they come home with toys, food and other things that you have not bought for them.

Children who bully others may also suffer from long lasting consequences and may continue with bullying behaviour into their adult lives. It is important that children receive help and the issues are dealt with straight away. You should:
- Talk with your child and explain why bullying is wrong
- Make an appointment to speak to their class teacher or the Pastoral Lead to talk about how the bullying can be dealt with

There are websites with advice for parents and carers;

Anti-bullying Alliance
https://www.anti-bullyingalliance.org.uk/tools-information/advice-parents

Bullying Uk
https://www.bullying.co.uk/bullying-at-school/
Part of Family Lives www.familylives.org.uk Free helpline (previously known as Parent Line) 0808 800 2222

Kidscape Parent Advice Line

- https://www.kidscape.org.uk/advice/parent-advice-line/
Free helpline 020 7823 5430 Mon-Wed 9.30-2.30

NSPCC
https://www.nspcc.org.uk
Free helpline if someone is worried about a child 0808 800 5000

Roles and responsibilities

The *Headteacher* will:
- Have overall responsibility to ensure the effective implementation of the school's anti bullying strategy

The *Pastoral Lead will:*
- Ensure that the policy is implemented and reviewed regularly

- Provide a termly report of incidents of bullying to the governing body
- Monitor bullying and harassment of pupils in terms of difference and diversity (i.e. different groups) and take action if there is a cause for concern
- Ensure the policy is regularly publicised to the whole school community and the message that bullying is not accepted is reinforced through whole school activities and information
- Ensure that all staff receive sufficient training to be equipped to identify and deal with bullying
- Regularly review the policy in the light of any incident
- Include regular updates to staff through the annual safeguarding training
- Include information in the newsletter/on the website about what the school is doing to prevent and tackle bullying

The *Governing Body* will
- Support the Headteacher in all attempts to eliminate bullying from our school as part of their safeguarding responsibility
- Require the Headteacher to keep accurate records of all incidents of bullying and report on them to the governing body on a termly basis.
- Require the Headteacher to report annually to the governors about the effectiveness of school anti-bullying strategies
- Require the Headteacher to review and keep up to date the anti-bullying policy
- Notify the Headteacher of any request from a parent or carer to investigate incidents of bullying

The *Pastoral Lead* will/SLT member:
- Support the child that has been bullied
- Take statements from all the pupils involved, including any bystanders
- Communicate with parents and keep them updated throughout the investigation
- Issue sanctions and conduct restorative justice meetings in order to prevent further incidents
- Discuss with relevant staff to identify any further support needs for the pupils involved-both the pupil that has been bullied and the pupil that has bullied
- Monitor the situation to ensure the bullying has stopped
- Gather feedback from those involved about how the incident was dealt with

All members of staff will
- Record and report all incidents of bullying quickly
- Listen to the concerns of pupils
- Be vigilant around the school
- Role model healthy and respectful relationships
- Promote equality and deal effectively with any prejudiced-based language

Key contacts
- Staff responsible for anti-bullying
- Staff responsible for investigating bullying incident

- Lead Governor
- On-line safety

Sharing the policy

Key information from this policy will be incorporated into the following documents
● School Handbook / Prospectus
● Staff Handbook
● Home-school contract/agreement

A full copy of this policy is freely available to parents and carers on request and a copy is on the school website. All new parents and carers and pupils receive a copy and the anti-bullying charter is explained and discussed at the start of each year. Copies are supplied to other professionals whose work relates to bullying prevention or who may be involved in its delivery.

Appendices

Appendix 1 Statutory responsibilities in regards to preventing and tackling bullying.

Section 89 of the Education and Inspections Act 2006:
● Every school must have measures to encourage good behaviour and **prevent all forms of bullying** amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents;
● Headteachers can discipline pupils for poor behaviour that occurs even when the pupil is not on school premises or under the lawful control of school staff.

Equality act 2010
We are committed to eliminating discrimination, harassment and victimisation through addressing prejudice and prejudice based bullying. This is part of the Public Sector Equality Duty which is required under the Equality Act 2010 and covers these protected characteristics; disability, gender, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity*.*

Safeguarding children and young people-Children Act 1989
● A bullying incident will be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff will report their concerns to Camden Local Authority
● Even where safeguarding is not considered to be an issue, we will draw on a range of external services to support the pupil who is experiencing bullying, and to tackle any underlying issue which has contributed to a child engaging in bullying.

Criminal law
● Bullying in itself is not a specific criminal offence. However some types of harassing , threatening behaviour or communications , could be a criminal offence, for example under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat or information which is false and known or believed to be false by the sender.

- If staff feel that an offence may have been committed they will seek assistance from the police.

Bullying outside school premises
- Headteachers have a specific statutory power to discipline pupils for poor behaviour when they are outside of the school premises and not under the lawful control or charge of a member of school staff
- This could relate to bullying incidents occurring anywhere off the school premises, such as on public transport or outside local shops
- Where bullying outside school is reported to school staff, it should be investigated and acted on.
- The Headteacher should also consider whether it is appropriate to notify the police or local authority
- If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Appendix 2 Statutory Relationships Education, RSE and Health Education Content related to anti-bullying

By the end of primary pupils should know that
Relationships Education (respectful relationships) about different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders (primarily reporting bullying to an adult) and how to get help.
Health Education (mental wellbeing) that bullying (including cyberbullying) has a negative and often lasting impact on mental wellbeing
Health Education (internet safety and harms) that the internet can also be a negative place where online abuse, trolling, bullying and harassment can take place, which can have a negative impact on mental health