



**Oare CofE Primary School**  
**Anti-Bullying**  
**Policy**

Date of approval: October 2025  
Approved by Oare Academy Committee  
Review date October 2026



**The Anti-Bullying Alliance defines bullying as: “the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.”**

**Aim:**

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

**Policy**

**Statement:**

The purpose of this policy statement is to:

- prevent bullying from happening between children who are part of Oare C of E Primary School
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

**We believe that:**

- children and young people should never experience abuse of any kind.
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

**We recognise that:**

- bullying causes real distress. It can affect a person’s health and development and, at the extreme, can cause significant harm.
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.
- that bullying is closely related to how we respect and recognise the value of diversity.

This policy statement applies to anyone working on behalf of Oare C of E Primary School, including senior managers and the governing body, paid staff, volunteers, agency staff and pupils.

**What is bullying?**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. There are five main types of bullying:

- Physical (hitting, kicking, theft, spitting)
- Verbal (name calling, racist or homophobic remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Emotional (exclusion from social groups, damaging or interfering with the property of others)
- Cyberbullying (on-line abuse)
  - excluding a child from online games, activities or friendship groups
  - sending threatening, upsetting or abusive messages
  - creating and sharing embarrassing or malicious images or videos
  - ‘trolling’ – sending menacing or upsetting messages on social networks, chat rooms or online games.



- voting against someone in an abusive poll
- setting up hate sites or groups about a particular child
- encouraging young people to self-harm
- creating fake account, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.

### **Signs of bullying**

Pupils who are being bullied may show changes in behaviour such as:

- Taking unusual absences
- Becoming shy or nervous
- Feigning illness
- Clinging to adults
- Changing work patterns
- Lapsing in concentration
- Truancing from school
- Emotional outbursts

Children must be encouraged to report bullying in school.

The children of the school have produced their own leaflet in consultation with the staff that clearly outlines how they want the school to deal with bullying.

More detailed information about bullying is available from NSPCC Learning: [learning.nspcc.org.uk/child-abuse-and-neglect/bullying](http://learning.nspcc.org.uk/child-abuse-and-neglect/bullying).

### **Implementation of this Policy**

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded on the behaviour module on CPOMs.
- The Principal will interview all concerned and may take further action
- Class teachers, LSA's and MDSA's will be kept informed.
- Parents will be kept informed.

### **Pupils who have been bullied will be supported by:**

- being offered an immediate opportunity to discuss their experience with their class teacher or a member of staff of choice.
- reassurance
- continuous support
- work to restore the pupil's self-esteem and confidence.

### **Pupils who have bullied will be supported by:**

- discussing what happened
- discovering why the pupil became involved.
- establishing the wrong doing and need to change
- informing parents/guardians to help change the attitude of the pupil.

### **Roles and Responsibilities**



### **The role of the Principal:**

- to develop a code of behaviour that sets out how everyone at Oare C of E Primary School is expected to behave, in face-to-face contact and online.
- to hold regular discussions with staff, volunteers, pupils and parents about bullying and how to prevent it.
- to provide support and training for staff and volunteers on dealing with all forms of bullying including racial, sexist, homophobic and sexual bullying
- to put clear and robust anti-bullying procedures in place
- to ensure our response to incidents of bullying take into account:
  - the needs of the person being bullied.
  - the needs of the person displaying bullying behaviour
  - the needs of any bystanders
  - the school as a whole
- to review the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.
- to seek opportunities to learn about and celebrate difference.
- to increase diversity within our staff, volunteers and pupils.

### **The role of class teachers:**

Within the curriculum, class teachers will raise the awareness of the nature of bullying through:

- inclusion in PSHE
- class circle time
- school council
- class worships
- through subject areas as appropriate, for example: appropriately selected literature in reading lessons

### **The role of all staff:**

- to be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy

### **The role of the Governors:**

- to support the Principal in implementing the Anti-Bullying Policy. It is the
- to be responsible for ensuring that the policy meets all regulations concerning statutory duty.

### **The role of parents and carers:**

- to be aware of the warning signs of bullying.
- to know what bullying is and what bullying is not.
- to be aware of cyberbullying and how to respond.
- to alert the school regarding concerns about bullying

Parents and carers play a key role in the prevention of bullying. More information for parents may be found by following the links below:

[Parent Advice Line | Help your child with bullying \(kidscape.org.uk\)](http://www.kidscape.org.uk/)  
<http://www.kidscape.org.uk/>



This policy statement should be read alongside our organisational policies and procedures including:

- Safeguarding and Children Protection Policy
- Supporting Children with Medical Needs Policy
- Health and Safety Policy
- Relation and Sex Education Policy
- Concerns and Complaints Polic
- Behaviour Policy
- Whistleblowing Policy
- Code of conduct for staff and volunteers.
- Online safety Policy
- Equality and Diversity Policies

### **Statutory duty of schools**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. This policy has been drawn up on the basis of legislation, policies and guidance that seek to protect children in the UK. NSPCC summaries of the key legislation and guidance were consulted:

- <https://learning.nspcc.org.uk/child-abuse-and-neglect/bullyinglearning.nspcc.org.uk/child-abuse-and-neglect/online-abuse>
- <https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying>
- <https://learning.nspcc.org.uk/child-protection-system>

### **Monitoring and Evaluation**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

### **Contact details**

#### **Nominated anti-bullying lead**

Name: Nina Pugh

Phone/email: npugh@oare.excalibur.org.uk

#### **Designated Safeguard Lead**

Name: Nina Pugh

Phone/email: npugh@oare.excalibur.org.uk

### **NSPCC Helpline**

0808 800 5000