

ANTI - BULLYING POLICY
ABBOTSWOOD JUNIOR SCHOOL
Reviewed by Senior Leadership Team: September 2025
Review date: September 2026

1. Introduction and purpose

1.1 At Abbotswood Junior School we believe that every pupil has the right to learn in a safe, supportive and respectful environment. Bullying of any kind prevents children from fulfilling that right.

1.2 The purpose of this policy is to ensure that pupils, staff, parents/carers are clear about what bullying is, how we aim to prevent it and how we will respond when it happens.

1.3 The school is committed to promoting an inclusive culture where differences are valued, respect is promoted and bullying, harassment or discrimination in any form will not be tolerated.

1.4 This policy forms part of our broader framework of safeguarding, behaviour and personal development. Our approach helps fulfil the school's duty under law to prevent all forms of bullying.

2. Definition of bullying

2.1 We define bullying as: *behaviour by an individual or group that is repeated over time, that intentionally hurts another individual or group either physically or emotionally, involves an imbalance of power and causes distress, fear, loneliness or loss of confidence.*

2.2 Bullying may take many forms, including (but not limited to):

- Physical (hitting, kicking, pushing, spitting)
- Verbal (name-calling, insulting, teasing, threats)
- Social/relational (excluding someone, spreading rumours)
- Cyberbullying (via social media, messaging, gaming platforms)
- Prejudice-based bullying (on grounds of race, religion or belief, gender, sexual orientation, disability or special educational need)

2.3 All staff, children and parents will be made aware of the different forms of bullying and the effect it can have.

3. Roles and responsibilities

3.1 The headteacher and senior leadership team are responsible for ensuring that the policy is implemented, regularly reviewed, communicated to the whole school community and that staff receive appropriate training.

3.2 The governing body has oversight of the policy and ensures its effectiveness by reviewing incident data and monitoring the school's culture and behaviour.

3.3 A designated member of staff (Mr McCoy) will take day-to-day responsibility for monitoring bullying incidents, reviewing records, supporting staff, pupils and liaising with parents.

3.4 All staff must be alert to signs of bullying, take reports seriously, record incidents, and follow the school's procedures.

3.5 Pupils: Pupils should feel safe to report bullying, support each other, respect differences and follow the school's behaviour expectations.

3.6 Parents/carers: Should support the school's anti-bullying culture, encourage their children to speak up if they are bullied or see bullying and work with the school where incidents occur.

4. Prevention and whole-school approach

4.1 At Abbotswood Junior School we adopt a whole-school approach to preventing bullying, embedding

our shared values across everything we do.

4.2 Strategies include:

- Regular teaching about bullying, differences, friendship, online-safety in curriculum, assemblies and PSHE.
- Promoting a positive school ethos where pupils feel safe, valued and listened to.
- Ensuring visible staff presence at key times (break, lunch, corridors) so children can speak up.
- Encouraging pupil voice (e.g., peer mentors, learning buddies, school council, house captains and pupil-led anti-bullying activities) so children help shape the culture.
- Use of monitoring systems, survey of pupils' views, reviewing patterns of behaviour and bullying. For example: logging incidents, checking for trends, acting early.

4.3 We will promote safe and responsible use of technology and supervise / educate pupils about online behaviour and cyber-bullying risks.

5. Reporting and responding to bullying

5.1 Reporting: Our policy provides a range of accessible methods for pupils, parents/carers and staff to report bullying. For example: speaking to your child's class teacher, email contact (admin.office@abbsch.co.uk), or via the school office where all concerns will be passed onto our senior leadership team.

5.2 Response: Once a report is made:

- The incident will be recorded promptly (see section 7).
- Mr McCoy or another senior staff member will investigate, speak with the victim, bully/ies, witnesses, ensuring fairness and sensitivity to all involved.
- Appropriate sanction(s) will be applied in accordance with the school's behaviour and relationships policy; we will also consider support for both victims and perpetrators (e.g., restorative approach, ELSA, peer mentoring).
- Parents/carers of the victim and perpetrator will be informed, where appropriate.
- Follow-up will take place to monitor the situation, ensuring bullying has stopped and no retaliation or further incidents occur.

5.3 In serious cases (e.g., prejudice-based bullying, cyberbullying causing serious harm, repeated, persistent bullying), we reserve the right to involve external agencies, escalate to exclusion procedures or contact the police or local safeguarding team if required.

5.4 We will ensure that victims are supported and not blamed. We will maintain confidentiality as far as possible while ensuring safeguarding and duty to act.

6. Sanctions and support

6.1 Sanctions for bullying must be applied fairly, consistently and taking account of any SEND or vulnerability of pupils involved.

6.2 Sanctions may include: verbal warning, removal from class, break/lunchtime privileges withdrawn, internal exclusion, fixed-term exclusion or permanent exclusion.

6.3 Support: The school will provide support for the victim (such as regular check-ins, safe-spaces, mentoring) and for the perpetrator (helping them understand the impact of their actions, change behaviour, repair harm).

6.4 We will monitor behaviour of both victim and perpetrator after the incident to ensure continued safety and that the solution is sustainable.

7. Monitoring, evaluation and review

7.1 The anti-bullying policy and its impact will be reviewed at least annually (or sooner if required).

- 7.2 We will keep a log of all reported bullying incidents, including the nature of the incident (physical, verbal, cyber, prejudice-based), who was involved, action taken, outcomes and a review date. This will enable us to spot patterns, evaluate the effectiveness of our response, and identify areas for improvement.
- 7.3 We will seek the views of pupils, staff and parents/carers (for example via questionnaires and pupil voice) about bullying, safety and how well the school handles incidents.
- 7.4 We will publish summary information for governors and school leadership about bullying trends (without naming individuals) and use this to inform future actions.
- 7.5 The policy will be made available on the school website to parents/carers and shared with staff.

9. Review date

This policy will be reviewed in October 2026 by Mr McCoy and then presented to the Governing Body for approval. It will be reviewed sooner if national legislation or local guidance changes.

10. Approval

Approved by: Glenn Moore (Headteacher)

Date: 01.09.25