

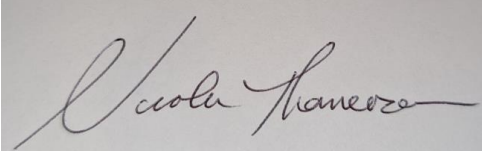


GILLINGSTOOL PRIMARY SCHOOL

Inspire ~ Believe ~ Achieve



ANTI-BULLYING POLICY

Author/Person Responsible:	Headteacher
Date of Ratification:	25.1.26
Review Group:	Senior Leadership Team
Ratification Group:	<u>Academy Community Council</u>
Review Frequency:	Every Two Years
Review Date:	25.2.28
Previous Review/amendments:	NA
Related Policies:	<p>The contents of this policy have been considered in relation to the Equalities Act 2010.</p> <p>Associated documents</p> <ul style="list-style-type: none">• MPT Behaviour Principles Written Statement• MPT Suspensions and Exclusions policy• Behaviour Policy• MPT Safeguarding Policy
Chair of Governors Signature:	

Rationale

Gillingstool Primary School is a caring and inclusive community where every child and adult is encouraged to value and respect the feelings of others. Bullying is regarded as wholly unacceptable and will not be tolerated under any circumstances.

Through our school ethos and curriculum, we aim to prevent bullying by promoting open discussion, mutual respect, and positive relationships. Where bullying does occur, the school has clear and consistent procedures to ensure incidents are reported, investigated, and addressed effectively. Support is provided both for pupils who experience bullying and for those whose behaviour requires change. Gillingstool Primary school is committed to working in partnership with pupils, parents, carers, staff, governors, and external agencies to ensure a safe and supportive environment for all.

Definition of Bullying

At Gillingstool Primary School, we expect everyone to behave in ways that are safe, respectful, and ready to learn.

- When someone (or a group) says or does something unintentionally hurtful once, this is considered *unkind and disrespectful* behaviour.
- When someone (or a group) repeatedly says or does something intentionally hurtful, despite being asked to stop or seeing that it causes distress, this is bullying.

Bullying is the repeated abuse of power by one person or group over another.

Forms of Bullying

Bullying may include, but is not limited to:

- Physical: hitting, kicking, pushing, spitting, tripping, taking or damaging belongings.
- Verbal: name-calling, insults, threats, spreading rumours, persistent negative comments.
- Emotional / Psychological: exclusion, humiliation, intimidation, creating fear or distress.
- Racist: behaviour or language related to race, ethnicity, nationality, culture, or faith.
- Sexual: unwanted physical contact, sexually inappropriate language or gestures, online sexual harassment.
- Homophobic / Biphobic / Transphobic: language or actions targeting sexual orientation or gender identity.
- Cyberbullying: bullying via text messages, social media, online platforms, gaming, or messaging apps.

All forms of bullying are unacceptable and will be addressed promptly.

Aims

As a school, we recognise that bullying can have a serious impact on wellbeing, self-esteem, emotional health, and long-term outcomes. Our aim is to ensure that all members of the school community:

- Feel safe and welcome in school
- Are confident to report concerns
- Trust adults to take action

- Experience kindness and respect
- Are not made to feel frightened, excluded, or humiliated
- Are supported to build positive friendships

Prevention and Whole-School Approach

To minimise bullying, Gillingstool Primary School will:

- Apply this policy consistently across the school
- Promote pupil voice through school councils, ambassadors, or peer support roles
- Maintain a high profile for anti-bullying through displays, assemblies, and curriculum links
- Embed anti-bullying messages within behaviour expectations and school values
- Monitor and analyse bullying incidents to identify patterns
- Encourage positive relationships through peer support and buddy systems

Roles and Responsibilities

To ensure bullying prevention is a priority, we will:

- Designate responsibility for anti-bullying to the Headteacher
- Share the policy with parents and carers, including during Anti-Bullying Week
- Promote anti-bullying procedures via the school website, newsletters, and prospectus
- Keep governors informed of patterns and trends

Clear procedures for dealing with bullying are shared with the whole school community. Families will be contacted promptly if bullying behaviour is reported or suspected.

Supporting Pupils and Parents

Anti-bullying education is promoted through:

- Assemblies
- Curriculum lessons, including PSHE and circle time
- National Anti-Bullying Week
- Online safety education
- Open discussion and access to trusted adults

Parents and carers are involved at the earliest opportunity, and the school seeks to understand individual circumstances when working with families.

Procedure for Dealing with Bullying

1. Reporting

Bullying concerns should be reported to any member of staff. Signs that a child may be experiencing bullying include:

- Unexplained injuries or damaged belongings
- Avoidance of school
- Changes in mood or behaviour
- Anxiety, withdrawal, or sleep difficulties

2. Investigation

Reported incidents will be investigated promptly and sensitively by the Headteacher and relevant staff. Information will be gathered, recorded, and reviewed. Parents of all involved pupils will be informed if bullying is confirmed or suspected.

3. Intervention

Support plans will be put in place for the pupil experiencing bullying, alongside actions to address and change the behaviour of the pupil responsible. Appropriate sanctions will be applied in line with the Behaviour Policy. Persistent bullying may result in external support or exclusion.

4. Follow-Up

Progress will be monitored, and parents will be contacted after an agreed period to ensure the situation has improved. Further follow-up will take place as needed, recognising that bullying behaviour can reoccur.

All behaviour incidents are recorded in school systems, with serious incidents logged by the Headteacher.

Anti-Bullying Advice for Parents

If You Think Your Child Is Being Bullied

- Talk calmly with your child and listen carefully
- Help them identify whether the behaviour is rude, mean, or bullying
- Record details of incidents
- Reassure your child and encourage them to speak to a trusted adult
- Contact the class teacher or Headteacher to share concerns
- Stay in regular communication with the school
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If You Are Concerned Your Child May Be Bullying Others

- Talk openly with your child about why the behaviour is unacceptable
- Model positive behaviour at home
- Work with the school to support behaviour change
- Praise kindness and positive interactions
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Further support can be accessed through school staff or recognised local and national organisations.

This policy reflects the school's commitment to providing a safe, respectful, and inclusive environment for all.