



ANTI-BULLYING POLICY

Date approved by Governors: June 2026
Review period: Annual

Anti-Bullying Policy

1. Statement of Intent

At Uplands Manor Primary School, we are committed to providing a safe, inclusive and nurturing environment where all pupils feel valued and protected from harm. Bullying in any form is not tolerated.

We recognise that bullying can have a significant and lasting impact on a child's wellbeing, mental health and educational outcomes. As such, we adopt a **proactive, preventative and relational approach**, ensuring that concerns are taken seriously, acted upon promptly, and resolved effectively.

This policy is underpinned by:

- The **Equality Act 2010**
- **Keeping Children Safe in Education (KCSIE)**
- **DfE guidance: Preventing and Tackling Bullying**
- The **Children Act 1989 & 2004**
- The school's **Safeguarding and Child Protection Policy** and **Behaviour Policy**

2. Definition of Bullying

Bullying is defined as:

"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group, either physically or emotionally."

Bullying may involve an imbalance of power and can include:

Types of Bullying

- **Physical** – hitting, kicking, pushing, damaging property
- **Verbal** – name-calling, taunting, threats
- **Social/Relational** – exclusion, spreading rumours, humiliation
- **Cyberbullying** – online abuse via social media, messaging, gaming
- **Prejudice-based bullying**, including related to:
 - Race, ethnicity or culture
 - Religion or belief
 - Gender or gender identity
 - Sexual orientation
 - Disability or SEND
 - Appearance or health condition
 - Family circumstances (including poverty or young carers)

Bullying is distinct from isolated incidents, conflict, or friendship breakdown; however, all concerns are taken seriously and addressed appropriately.

3. Aims

We aim to:

- Create a culture where bullying is **not tolerated and openly challenged**
- Ensure all pupils feel **safe, respected and listened to**
- Respond to concerns **promptly, proportionately and consistently**
- Support both the **child experiencing bullying** and the **child displaying bullying behaviours**
- Educate pupils to recognise, report and prevent bullying
- Work in **partnership with parents and external agencies**

4. Roles and Responsibilities

Governing Body

- Ensure compliance with statutory duties
- Monitor effectiveness of the policy

Headteacher and Senior Leadership Team

- Lead on implementation and culture
- Ensure all incidents are investigated, recorded and monitored
- Ensure staff are trained and supported

SENCO / Pastoral Team

- Provide targeted support and intervention
- Monitor patterns linked to vulnerability (e.g. SEND, SEMH)

All Staff

- Promote a safe, respectful environment
- Challenge inappropriate behaviour immediately
- Report and record concerns in line with procedures

Pupils

- Understand what bullying is and how to report it
- Act as responsible bystanders
- Respect others and uphold school values

5. Prevention

We prioritise prevention through:

- A **relational, rights-respecting ethos**
- A structured **PSHE curriculum (including online safety)**
- Whole-school initiatives such as:
 - Anti-Bullying Week
 - Assemblies and themed events
 - Pupil voice activities
- Teaching pupils strategies such as:
 - **S.T.O.P – Several Times On Purpose**
 - How to seek help safely
- Staff training on:
 - Safeguarding and peer-on-peer abuse
 - Trauma-informed approaches
 - Inclusion and equality

6. Reporting Concerns

Pupils are encouraged to report bullying:

- To a trusted adult
- Through school systems (e.g. worry boxes, pastoral support)

Parents/carers should report concerns directly to:

- Class teacher (initial concerns)
- Senior Leadership Team (escalated concerns)

All reports are treated seriously and responded to promptly.

7. Responding to Bullying

Initial Response

- Listen carefully to all parties
- Reassure the child that they have been heard
- Record the concern accurately

Investigation

- Conducted by appropriate staff (teacher or SLT)
- Separate discussions with all involved
- Review evidence and patterns of behaviour
- Maintain clear written records

Action Taken

Actions will be **proportionate, restorative and protective** and may include:

Support for the Child Being Bullied

- Immediate safety planning
- Pastoral support / key adult check-ins
- Emotional wellbeing support
- Adjustments to routines if required

Support for the Child Displaying Bullying Behaviour

- Reflection and restorative work
- Behaviour support plans
- Targeted interventions (e.g. SEMH support)
- Teaching of alternative behaviours

Consequences

Where appropriate, sanctions will be applied in line with the behaviour policy.

8. Safeguarding Links

Some forms of bullying may constitute **peer-on-peer abuse** and will be treated as safeguarding concerns.

This includes:

- Sexual harassment or violence
- Harmful sexual behaviour
- Serious or persistent abuse

Where this is the case:

- Procedures will follow the **Safeguarding Policy**
- External agencies may be involved

9. Online (Cyber) Bullying

The school recognises that bullying can occur outside school hours.

We will:

- Educate pupils about online safety
- Work with parents to address concerns
- Investigate incidents where they impact school life or wellbeing

10. Recording and Monitoring

- All incidents are logged using the school's recording systems
- Patterns (e.g. repeated incidents, vulnerable groups) are monitored by SLT and SENCO
- Data informs:
 - Intervention planning
 - Safeguarding oversight
 - Strategic decision-making

11. Working with Parents

We will:

- Inform parents promptly where bullying concerns arise
- Share actions taken and outcomes
- Provide guidance to support children at home
- Signpost to external support where needed

12. External Support

Where appropriate, the school may involve:

- Local authority services
- Mental health services
- Specialist organisations
- Early Help support

13. Monitoring and Review

This policy will be:

- Reviewed annually (or sooner if required)
- Evaluated against:
 - Behaviour and safeguarding data

- Pupil voice
- Parent feedback
- Staff feedback

14. Key Message

Bullying will not be tolerated.

Every child at Uplands Manor has the right to feel safe, respected and valued.