EVERSLEY PRIMARY

SCHOOL POLICY

Anti-bullying

Implemented: July 2026

Date for review: Summer 2029

Eversley Primary School
Anti-Bullying Policy

Statement of Aims

Eversley Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult. Bullying behaviour is unacceptable in any form. The school has high expectations of behaviour and we challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff. Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with in a timely manner by the member of staff informed, and a senior member of staff will be notified. A clear account of the incident will be recorded. All relevant staff will be told so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

In Eversley Primary School, our definition of bullying is:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"



Why is it important to respond to bullying?

Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement. We believe that only when issues of bullying are addressed pupils are able to fully benefit from the opportunities available in school.

Bullying is unacceptable. Our school will respond promptly to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect
- Everybody has the right to feel happy and safe
- No-one deserves to be a target of bullying
- Pupils who bully need to learn different ways of behaving

Types of bullying behaviour

A person is bullied when he or she is exposed regularly and over time to negative actions on the part of one or more persons with the intent of causing distress. Bullying is not a random act of aggression. Bullying can take many forms:

- **Emotional -** being unfriendly, excluding, tormenting, threatening behaviour
- **Verbal -** name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- **Physical -** pushing, kicking, hitting, punching or any use of violence
- **Extortion -** demanding money/goods with threats
- **Online -** use of social media, messaging and calls. Misuse of associated technology e.g. photos and videos.
- **Racist -** racial taunts, graffiti, gestures
- **Sexual -** unwanted physical contact, sexually abusive comments
- **Homophobic or biphobic -** bullying because of sexuality or perceived sexuality
- **Transphobic -** because of gender identity or perceived gender identity

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Implementing the values of the Essex County Council Approach to understanding behaviour and supporting emotional wellbeing known as Trauma Perceptive Practice (TPP)
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement
- Reporting any safeguarding concerns
- Building a positive ethos based on respecting and celebrating all types of difference in our school
- Plan work in school which develops empathy, social skills and emotional understanding
- Provide assurances to children that concerns have been listened to and action will be taken
- Send clear message that the bullying must stop
- Work with both parties to find solutions
- Identify the most effective way of preventing reoccurrence and any consequences
- Reflect and learn from bullying episodes
- Take actions to stop the bullying from happening again
- Raising awareness of online bullying through regular e-safety lessons.
- Ensuring playground and midday staff are trained and promote positive play
- Offering training to all school staff around bullying

Our curriculum includes Personal, Social and Health Education and anti-bullying is taught explicitly and regularly throughout the school. Anti-Bullying is also approached implicitly through the thematic approach to curriculum and through assemblies and story time. Annually the whole school has a focus on anti-bullying during Anti-Bullying Week.

Reporting bullying

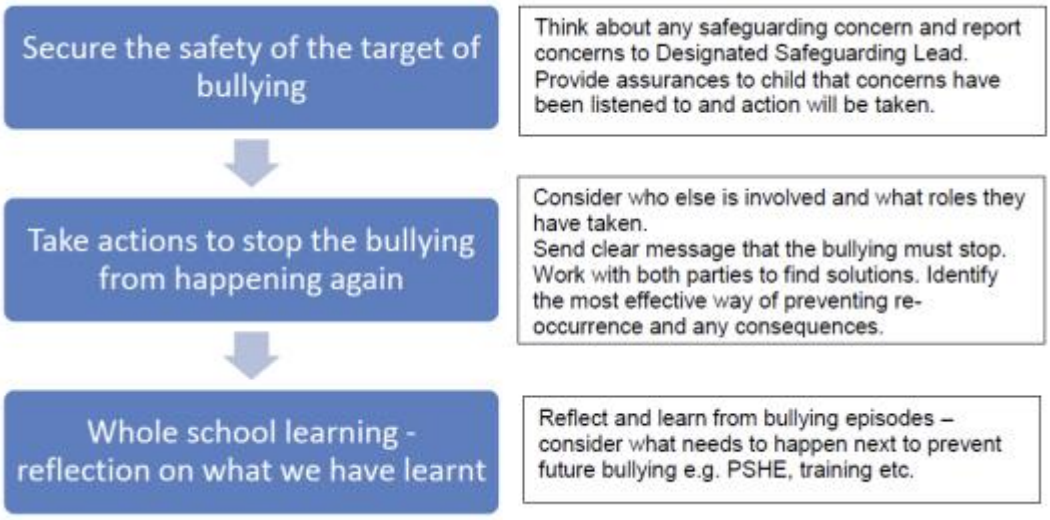
In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- A teacher or a Learning Support Assistant
- Another pupil to pass on

When pupils report their concerns, our staff will listen and be sensitive to a pupil's need for privacy and respect.

Responding to Bullying



Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

If bullying is suspected or reported, the incident will be dealt with in a timely manner by the member of staff who has been approached, normally the Class Teacher or Learning Support Assistant. This could either be by the member of staff dealing with the matter themselves or by them passing it to someone else, e.g. a more senior member of staff.

Support Group Approach

The Support Group Approach is how we deal with bullying at Eversley, sometimes this is called A Circle of Friends and it follows these seven steps:

- Step one - Talk with the targeted pupil and others separately
- Step two - Convene a meeting with all the people involved
- Step three - Explain the problem
- Step four - Share responsibility/Mediation
- Step five - Ask the group members for their ideas/Restorative justice
- Step six - Leave it up to them
- Step seven - Meet them again

We take the view that bullying is an interaction which establishes dominance and status at the expense of another. It is only by the development of values such as empathy, consideration and unselfishness that the situation will improve. This is the aim of the Support Group Approach.

We use strategies to improve the social skills, attitudes and behaviour of all pupils through our curriculum and school policies. This includes a focus on relationships and pupil engagement to produce a culture of inclusiveness and acceptance where bullying is less likely to thrive.

A clear account of the incident and action taken will be recorded and kept on file. Parents will be involved in this process where appropriate. A consequence will be given to the perpetrator as appropriate.

The following are examples of disciplinary steps that can be taken:

- Official warnings to cease offending
- Issue of a Yellow Card
- Exclusion from certain areas of school premises or break times
- Exclusion from certain activities of privilege
- Formal letter home to parents
- Issue of a Red Card and related consequences
- Internal exclusion
- Suspension or exclusion from school

We monitor and review all bullying incidents to determine any patterns or trends that may require further action. We give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil discussion and Pupil Council meetings.

Staff are required to complete either a bullying record form or a discriminatory-based incident reporting and monitoring form when dealing with issues.

Procedures for parents:

- If a parent has any concerns about their child they should speak to the class teacher. If a parent thinks bullying is the issue, the matter will be referred for investigation.

- A senior member of staff is always informed of any bullying concerns and monitors the situation carefully.

- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with another member of staff.

- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.

- Parents should not confront the alleged bully or their parents. This can complicate the situation and distress the pupil.

- The school will deal directly with all children involved and their parents directly.

- Parents will be kept informed of any actions the school is taking.

- If parents feel that their concern has not been dealt with appropriately they should follow the school's complaints policy.

- All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

July 2026