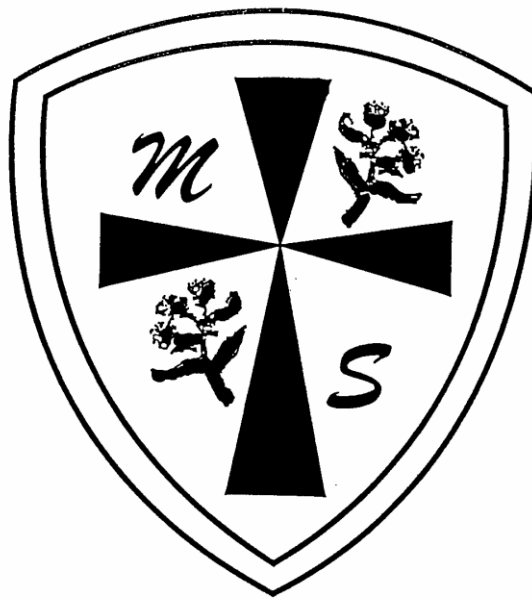




Marcham CE Primary School



Anti-bullying policy

Date Agreed with Governing Body: 24th February 2026

Date of next review: February 2028

Signed..... Chair of Committee/ Governors

Signed..... Headteacher_____



Marcham CE Primary School **Anti-bullying Policy**

Marcham CE Primary School is committed to our aim and purpose which is “to achieve excellence in education in a safe, caring, collaborative community where Christian values are integral and learning is fun”. We aim to deal with all behavioural issues in a positive and fair manner, as set out in our Behaviour policy, employing a range of strategies and frameworks and within our Christian context.

There is a legal imperative for every school to have measures in place to prevent all forms of bullying:

-The Education and Inspections Act (2006 and 2011) says that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

-The Public Sector Equality Duty, within the Equality Act (2010) requires public bodies to have due regard to the need to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act against the protected characteristics of age, Disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

-We are conscious that bullying incidents can be addressed as child protection concerns under the Children’s Act (1989) and within Part 1 of ‘Keeping Children Safe in Education’ (2023), being a form of child-on-child abuse.

Headteachers 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. A range of policies and procedures are in place to promote good behaviour and appropriate conduct, a list of which may be found at the end of this document.

There is, however, also a moral imperative. Bullying of any kind is unacceptable. It does not have to be a part of ‘normal’ life and we are extremely conscious of the immediate and long-lasting effect that such behaviour can have on an individual. It can be a barrier to learning and have serious consequences for mental health. If bullying does occur, all pupils should feel that they can tell someone and should know that incidents will be dealt with promptly and effectively. Within the curriculum the school raises the awareness of the nature of bullying through inclusion in PSHE, Collective Worship and assemblies and subject areas, as appropriate, in order to create safe, disciplined environments where everyone can thrive.

We take our legal and moral responsibilities seriously.

What is bullying?

Bullying has been defined as “behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.”(DfE “Preventing and Tackling Bullying”, July 2017). Bullying can be physical, verbal, emotional or sexual and includes unacceptable behaviours expressed online.

It:

- Is persistent. It goes on for a while, or happens regularly;
- Is deliberate. The bully wants to hurt, humiliate or harm the target;



- involves someone (or several people) who are stronger in some way than the person being bullied. The person doing the bullying has more power; they may be older or stronger, there may be more of them or they may have some ‘hold’ over the target. This imbalance of power can result in the intimidation of a person or group through threats of violence or by isolating them either physically or online.

The rapid development of, and widespread access to, technology has provided the medium for ‘virtual’ bullying, which can occur in or outside school. Online or Cyber-bullying is an additional form of bullying and can happen at all times of the day, with a potentially larger audience.

How do we deal with bullying?

Any incidences of bullying will be addressed in this way:

- Children will be encouraged to report bullying incidents to staff.
- If incidences are reported or suspected, they should be dealt with immediately by the member of staff who has been approached.
- A clear account will be recorded on CPOMS and the Head teacher or a member of staff will speak with all concerned.
- Parents will be informed.
- Measures will be taken as appropriate (see Behaviour policy), starting with the completion of a Behaviour reflection form.
- The bully will offer an apology and conciliation, where possible, should take place (see Behaviour policy and Restorative justice principles and procedures).
- The bullied will be reminded of strategies to deal with bullying behaviours.
- In serious cases, parents of the bullied and/or bully will be asked to attend meetings to discuss the problem.
- In serious cases, suspension or permanent exclusion could be considered and the involvement of any other outside agencies which is deemed appropriate.

In cases of cyber-bullying, the school will request that the person being bullied keeps any evidence (screenshots) to assist any investigation. The police should be informed if a criminal offence has been committed.

We appreciate that in these cases both the bully and the bullied need help and/or support and recognise that the bully may also be a victim. We aim to rebuild the self-esteem and confidence to the bullied and seek to help the bully recognise the wrong-doing and the need to change and make amends. We work towards restorative practices based on the acknowledgement of what has happened.

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support.
- Offering an opportunity to discuss the experience with their teacher, or member of staff of their choice - if not immediately, as soon as is feasibly possible.
- Keeping a record of the bullying as evidence, and DSLs discussing how to respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.



- Where necessary, working with the wider community and/or external agencies to provide further or specialist support.

Pupils who have perpetrated bullying will be helped by;

- Discussing what has been happening, and providing appropriate education and support so that there is recognition of the actions and the need for a change in behaviour so it doesn't happen again.
- Enforcing consequences in line with the school behaviour policy: this may include the removal of privileges, fixed term suspensions or permanent exclusions.
- Informing parents/carers to help change the attitude and behaviours of the child.
- Requesting that content be removed and reporting accounts/content to service provider, if the bullying is online.
- Where necessary, working with the wider community and/or external agencies to provide further or specialist support.

A record of all bullying incidents is kept via our electronic system (CPOMS) and patterns of behaviour are analysed regularly. This is part of monitoring and may be shared with the Governors as a part of the procedures for reporting.

How can we prevent bullying?

The school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, as recognised in our school values.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children.
- Recognise that pupils with SEN and disabilities could be disproportionately impacted by bullying and will implement additional pastoral support as necessary,
- Discuss differences between people that could motivate bullying, such as children with different family situations (including 'Children we Care for or- those with caring responsibilities), religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values of community and respect towards others.
- Train all staff to identify all forms of bullying and take appropriate action, including recording and reporting incidents.
- Consider a range of opportunities and approaches for addressing bullying through the curriculum and other activities.



- Empower pupils with the phrase, “Stop it! I don’t like it.” and skills they need to say if they don’t like a behaviour.
- Provide systematic opportunities to develop pupils’ social and emotional skills, including building their resilience and self-esteem.
- Celebrate success and achievements to promote and build a positive school ethos.

Monitoring and Review

This policy will be regularly monitored and evaluated to ensure that it is consistently and fairly applied. Incidents of bullying, including outcomes, will be reported to the Governing body on a regular basis.

This policy should be read in conjunction with these documents:

- Behaviour policy
- Equality policy
- Suspension procedures
- Special Educational Needs policy
- Safeguarding Pupils policy
- ICT Acceptable use of policy
- Positive handling

Appendix 1



Checklist for Managing a Bullying or Prejudice related Incident

1	Young person tells you he/she is being bullied or has been involved in a prejudice related incident, or an incident is observed	
2	Report to headteacher	
3	Record incident using 'bullying and prejudice related incidents' form	
4	Ensure that an appropriate adult meets with the target of the bullying/incident. Follow interview guidelines and record.	
5	Listen to other young people who may have observed the bullying/incident. Follow interview guidelines and record.	
6	Ensure that appropriate adult meets with the young person alleged to be responsible. Follow interview guidelines and record.	
7	If there is evidence or admission of bullying, issue appropriate sanctions following Anti-Bullying Policy and Behaviour Policy.	
8	Consider whether the impact of bullying is severe enough to warrant this being a safeguarding issue. If appropriate refer to designated safeguarding lead.	
9	If no bullying has taken place, or there is insufficient evidence, consider what further action is needed to reassure and meet the needs of those concerned	
10	Inform the target of outcomes and actions taken. Keep them informed throughout. Provide on-going support	
11	Inform the young person responsible of outcomes and actions taken, keep them informed throughout. Provide on-going support	
12	Contact the parent/carers of the target of the bullying. Inform them of the incident and offer appropriate support. Keep them informed throughout	
13	Contact the parent/carers of the young person responsible for the bullying. Inform them of the incident and offer appropriate support. Keep them informed throughout	
14	Where a criminal offence has been committed, consider reporting the incident to the police or inform parents of the target that they may want to do so.	
15	Consider what additional input is required in terms of: proactive work to address prejudice or promote diversity, work with class or year group, assembly, individual or group work with young people concerned, referral to outside agencies etc. If concerns are serious, visit the OSCB website to consider whether referral for further child and family support might be appropriate	
16	Monitor the situation and review with all parties to ensure the bullying has stopped.	
17	Review how successful your approach has been. What additional preventative measures need to be in place?	

Appendix 2



Useful links and supporting organisations.

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

Cyberbullying

Childnet: www.childnet.com

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

DfE ‘Cyberbullying: advice for headteachers and school staff’
www.gov.uk/government/publications/preventing-and-tackling-bullying

DfE ‘Advice for parents and carers on cyberbullying’:
www.gov.uk/government/publications/preventing-and-tackling-bullying



Race, religion and nationality

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Tell Mama: www.tellmamauk.org

Educate against Hate: www.educateagainsthate.com

Show Racism the Red Card: www.srtcr.org/educational

LGBT

Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm

Metro Charity: www.metrocentreonline.org

EACH: www.eachaction.org.uk

Proud Trust: www.theproudtrust.org

Schools Out: www.schools-out.org.uk

Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk

- A Guide for Schools:
www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf

Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaign-posters

Anti-bullying Alliance:

- Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-genderrelated/preventing-and-responding-sexual
- Advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related



“Living and Learning with Faith, Community and Hope”

www.gov.uk/government/publications/preventing-and-tackling-bullying