

Bishop Martin C.E. Primary School

Anti-Bullying Policy

October 2025



This policy aims to embed anti-bullying work in school according to the guidance in Department for Education publication (DfE 2017) and Behaviour in Schools Advice for Headteachers and School Staff 2022.



Article 28: You have the right to education which tries to develop your personality and abilities as much as possible and encourages you to respect other people's rights and values and to respect the environment.

At Bishop Martin C.E. Primary School our statement is Learning Together, in God's Love. We foster our Christian beliefs whilst nurturing our chosen values of Thankfulness, Trust, Perseverance, Justice, Service, Truthfulness, Generosity, Compassion, Courage, Forgiveness, Friendship and Respect. We aim to maintain and develop a Christian ethos and encourage an atmosphere of warmth and calm, where all in our school community are equally valued, are listened to and work together as part of the wider community.

Affirmation

Bishop Martin CE Primary School recognises that bullying of anyone in our school community is an issue to be taken seriously. We recognise the damage it can cause to the education of the victim, the wellbeing of the victim, the perpetrator and the school as a whole. We are committed to working towards its complete eradication and to establish appropriate means of providing after care should an incident of bullying occur.

We are committed to ensuring all members of the school community create a positive, safe environment in which bullying, physical threats or abuse and intimidation are not tolerated, in which pupils are safe and feel safe and everyone is treated respectfully; and any incidents of bullying, discrimination, aggression, and derogatory language (including name calling) are dealt with quickly and effectively.

Bishop Martin CE Primary School is a Silver Rights Respecting School and is working towards becoming a Gold Rights Respecting School. The Rights Respecting Schools Award (RRSA) recognises the United Nations Convention on the Rights of the Child (UNCRC) is at the heart of a school's planning, policies, practice and ethos. The UNCRC, article 2 states (without discrimination) "the convention applies to every child whatever their ethnicity, gender, religion, abilities, whatever they think or say, no matter what type of family they come from".

We are committed to ensure our school acts proactively to ensure that we meet our duties under the Equality Act and challenge bullying of anyone due to their differences or perceived differences.

<https://www.gov.uk/guidance/equality-act-2010-guidance>



Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. name calling, racist remarks, gender remarks) or indirect (e.g. spreading rumours, excluding someone from social groups).

Single incidences of verbal or physical attack, and behaviour which is hurtful but not intentional should also be taken seriously and dealt with accordingly.



Preventing Bullying happening in our school

We foster a clear understanding that bullying, in any form, is not acceptable. We are proactive in our approach to preventing bullying by:

- Regularly discussing of our school's values in the classroom, the playground, whole school assembly and collective worship. Children are encouraged to show kindness and respect to each other, staff and the wider community
- Our Behaviour policy ensures that we provide a calm, safe and supportive environment.
- Using the curriculum to develop children's understanding of bullying and its effects
- Developing through our RE teaching understanding, tolerance and acceptance of all regardless of their religious beliefs
- P.S.H.E. lessons, including circle time encouraging good behaviour and developing understanding and acceptance of cultural differences and diversity.
- Use of Picture News in worship and during lessons to develop empathy and emotional intelligence
- Anti-bullying focused week as well as other weeks celebrating difference e.g. neuro-diversity week and School Diversity week.
- Regular praise of positive and supportive behaviour by all staff using verbal praise and class dojos
- Trained playground leaders, Buddy Bench in playground
- Worry Monster in each class for children to use to express anxieties or concerns
- 'I wish my teacher knew..' station in every Key Stage 2 classroom.
- Bully Busters invited to work with children in small groups and lead parent workshops

The Roles and Responsibilities

Bishop Martin Staff

- Staff must act firmly against bullying wherever and whenever necessary.
- Individual members of staff must be alert to signs of bullying and act promptly and firmly. against it. Failure to respond to incidents may be interpreted as condoning the behaviour.
- Online incidents to be referred to a member of the safeguarding team and reordered on CPOMS

Bishop Martin Children

It is important that our children should:

- Be involved in the development and reviewing of anti-bullying policies and practice
- Learn about what constitutes bullying and what to do about it
- Have opportunities to develop the skills to resist bullying and to deal with bullying
- Be aware that knowing about bullying by or to others and doing nothing is unacceptable.



Bishop Martin CE Primary – Anti-Bullying Policy

- Guardians PLT to take pride in their role and report any perceived incidents of bullying to a member of staff.

Bishop Martin Parents / Carers

The Bishop Martin parents' / carers' role is to help the school to deal with bullying. They should:

- Discourage their children from using bullying behaviour at school, at home or elsewhere
- Take an active interest in their children's school life, especially with regard to friendships, playtime and the journey to and from school
- Watch out for signs that their children are being bullied, or are bullying others
- Contact the school at the first sign if they are worried that their children are being bullied or are bullying others. Contact class teacher or the Headteacher.

Bishop Martin Governors

The Bishop Martin Governors' role is to ensure that the school has a policy, that all staff operate the policy and that it is effective. The governing body should:

- Review the school's bullying policy regularly
- Consult all interested parties in revising the policy as necessary
- Help to explain the policy to all interested parties
- Ask for information to enable it to monitor the implementation and evaluate the effectiveness of the policy.

All members of the Bishop Martin school community are encouraged to:

- Be a Star Learner
- Be Safe
- Be Kind, Friendly and Truthful
- Be Your Best
- Be Respectful

Throughout their time with us at Bishop Martin CE Primary School, children will have the opportunity to experience what it is to be part of a community. As part of this experience there will be daily encounters with other people, which will provoke various examples of ways in which people relate to one another. The lead examples will come from the staff and their relationship and interaction with one another, but this will also permeate to pupils across the school.



School will:

- Participate in national and local initiatives such as Anti-bullying Week and e-safety week.
- Seek to develop links with the wider community that will support inclusive anti-bullying education
- Offer support to parents on how to help their children engage safely and responsibly with social media, perhaps through a parents' evening, advice in a school newsletter or signposting to other sources of support and advice
- Regularly counsel and educate the whole school community on e-safety and the prevention of cyber-bullying
- Consider the use of specific strategies e.g. peer mentoring
- Raise awareness of the nature of bullying by producing a child friendly version of this policy document.

Procedures for dealing with bullying

When an allegation has been made, the following procedure should be followed:

- Discussions with the victim. This will require patience and understanding. Remember we can use the "TED" model for asking open ended questions: "Tell me about that", "Explain that to me", "Describe that"
- Identify the bully/bullies
- Discussions with the bully/bullies. Record evidence (pupils, class, date, incident, type of alleged bullying, discussion and sanctions) in the class behaviour book or on CPOMS. These incidents will be reviewed regularly to see if any patterns are evident involving the same child/ children
- Make it clear that bullying is not acceptable at Bishop Martin CE Primary School
- Inform Senior leaders and give written ascertained details
- Separate discussions with parents of bully and victim
- Where patterns are evident, evidence will be recorded on safeguarding record sheet and passed on to safeguarding team
- Decide on the course of action and what support is needed. Sanctions for the bully may include withdrawal from favourite activities, loss of playtimes, report card, isolation from class or exclusion from school, depending on the perceived severity of the incident(s)
- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with the victim to ensure no repetition.



In the Early Years Foundation Stage staff will record any incidents between children, or information from parents about the alleged treatment of their child by others in a confidential diary. Incidents will be recorded following the guidelines for Key Stages 1 and 2, but dealt with in an age appropriate way. This record will be reviewed regularly to see if any patterns emerge involving the same child/ children.

Vulnerable Groups

Within our school community we have a number of pupils who may be considered vulnerable to bullying on the basis of their perceived difference from others. These vulnerability factors may include pupils who are emotionally vulnerable, pupils with EAL or communication needs, pupils with Special Educational Needs and Disabilities and Looked After Children.

As a school we have identified individuals within these groups and SLT shares this information with all staff. These pupils are carefully monitored and individual needs reviewed as necessary.

Recording

Recording incidents is very important as it helps to identify any patterns regarding bullying behaviour.

If a staff member feels that the situation is of a serious nature and requires further action, it will be passed on to the Executive Head or Headteacher and they will attend to the matter either with the member of staff concerned or on their behalf. In order to monitor the frequency with which incidents of bullying take place, staff will record them including the following information:-

- *The pupil's name*
- *Their class*
- *Brief details about the alleged incident*
- *Who dealt with it*
- *What action was taken*



Cyberbullying at Bishop Martin - Tackling cyber bullying directly links to the Bishop Martin E-Safety Policy

Mobile, Internet and wireless technologies have increased the pace of communication and brought benefits to users worldwide. But their popularity provides increasing opportunities for misuse through 'cyberbullying'. It's crucial that children and young people, who are particularly skilful at adapting to new technology, use their mobiles and the Internet safely and positively, and that they are aware of the consequences of misuse. School staff, parents and pupils at Bishop Martin have to be constantly vigilant and work together to prevent this form of bullying and tackle it wherever it appears. The advent of cyberbullying adds new dimensions to the problem of bullying. Unlike other forms of bullying, cyberbullying can follow children and young people into their private spaces and outside school hours. Cyber bullies can communicate their messages to a wide audience with remarkable speed, and can often remain unseen and unidentifiable.

What is cyberbullying?

- Text message bullying involves sending unwelcome texts that are threatening or cause discomfort
- Picture/video clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks
- Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified
- E-mail bullying uses e-mail to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them
- Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room
- Bullying through instant messaging (IM) is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online
- Bullying via websites includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyberbullying.



School staff, parents and pupils at Bishop Martin need to work together to prevent this and to tackle it whenever it occurs. Further information is in the Acceptable Use policy and the E-Safety Policy

Bishop Martin has a duty to ensure that:

- Teachers have sufficient knowledge to deal with cyber bullying in school
- The curriculum teaches pupils about the risks of new communications technologies, the consequences of their misuse, and how to use them safely
- All e-communications used on the school site or as part of school activities off-site are monitored
- Internet blocking technologies are continually updated and harmful sites blocked
- They work with pupils and parents to make sure new communications technologies are used safely, taking account of local and national guidance and good practice
- Security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school
- They work with police and other partners on managing cyber-bullying.

The Bishop Martin Staff:

Have responsibilities in:

- Teaching children safe Internet etiquette
- Applying school policy in monitoring electronic messages and images
- Giving pupils key guidance on: personal privacy rights, material posted on any electronic platform and photographic images
- Taking action if a pupil is being cyber-bullied or is bullying someone else
- Teaching pupils the value of e-communications and the risks and consequences of improper use, including the legal implications.

Parents of the Bishop Martin pupils are encouraged to share these guidelines:

- Don't wait for something to happen before you act
- Make sure your child understands how to use these technologies safely and knows about the risks and consequences of misusing them
- Make sure their child knows what to do if they or someone they know are being cyber bullied
- Encourage your child to talk to you if they have any problems with cyber bullying. If they



Bishop Martin CE Primary – Anti-Bullying Policy

do have a problem, contact the school, the mobile network or the Internet Service Provider (ISP) to do something about it

- Parental control software can limit who your child sends emails to and who he or she receives them from. It can also block access to some chat rooms.

The law is on your side

The Protection from Harassment Act, the Malicious Communications Act 1988 and Section 43 of the Telecommunications Act may be used to combat cyber-bullying. People may be fined or sent to prison for up to six months.

Key Terms

Bullying: Repeated, intentional harm caused by one child to another, involving an imbalance of power (physical, emotional, social).

Child-on-Child Abuse: A broader term that includes bullying but also encompasses abuse, physical violence, emotional abuse, coercive control, and online harm between children.

Promotion of this Policy

The policy and methods for reporting bullying concerns will be promoted throughout the school, for example on the school website, in information packs for new pupils and staff, and through regular awareness raising activities with staff, existing pupils and their families. For further guidance and support please see the following documents and policies:

- Mentally Healthy School Policy
- Behaviour Policy Booklet
- Cyber Security Policy
- Online Safety Policy
- LDST Equality, Diversity and Inclusion Policy
- National Online Safety Advice
- Keeping Children Safe in Education (2024)



Bishop Martin CE Primary – Anti-Bullying Policy
