

Bishop Martin C.E. Primary School

Anti-Bullying Policy

September 2026



This policy aims to embed anti-bullying work across the school in accordance with current Department for Education guidance, including Preventing and Tackling Bullying (updated 2026), Behaviour in Schools and Keeping Children Safe in Education 2026.



Bishop Martin CE Primary – Anti-Bullying Policy

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 child who has experienced bullying, the wellbeing of the child who has experienced bullying, 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".

Bullying, harassment, intimidation or abuse of staff or other adults within the school community is also unacceptable and will be addressed through the appropriate school procedures. 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 behaviour by an individual or group that is intended to hurt, intimidate or cause harm to another individual or group. It is often repeated over time and may involve an imbalance of power, which may be physical, psychological, social, intellectual or online. However, a serious one-off incident may also be considered bullying where it causes significant harm, intimidation or offence. Single incidents of verbal or physical attack, and behaviour which is hurtful but not intentional, should also be taken seriously and dealt with appropriately.



Bishop Martin CE Primary – Anti-Bullying Policy

Types of Bullying

Bullying can take many different forms and may occur in person, online or through a combination of both. In line with *Keeping Children Safe in Education 2026*, the school recognises bullying as a safeguarding concern and understands that it can form part of child-on-child abuse. Types of bullying may include physical bullying, such as hitting, pushing or damaging belongings; verbal bullying, including name-calling, teasing, threats or hurtful comments; social or relational bullying, such as deliberately excluding, isolating or spreading rumours about someone; psychological or emotional bullying, including intimidation, humiliation or manipulation; and cyberbullying, which may involve harmful messages, images, comments, posts, group chats or other online behaviour intended to hurt, threaten, embarrass or exclude another child.

Bishop Martin also recognises prejudice-based and discriminatory bullying, including behaviour targeted at a child because of their race, ethnicity, nationality, religion or belief, sex, gender, disability, special educational need, sexual orientation, gender reassignment, pregnancy or maternity, or any other protected or personal characteristic. Bullying may be a repeated pattern of behaviour or, in some circumstances, a serious one-off incident that causes harm, intimidation or offence. All forms of bullying are taken seriously, recorded and responded to in accordance with the school's behaviour, anti-bullying and safeguarding procedures

Protected characteristics (Equality act 2010) include:

Disability – including bullying linked to a child's physical or learning disability, medical needs or additional needs.

Race – including colour, nationality, ethnic or national origin.

Religion or belief – including religious faith, beliefs or lack of religion/belief.

Sex – including being a boy or a girl.

Sexual orientation – including actual or perceived sexual orientation, or that of a child's family member.

Gender reassignment – including bullying directed towards a child who is transgender or perceived to be transgender.

Pregnancy and maternity – including bullying connected to pregnancy, breastfeeding or a parent's maternity.

Other characteristics and circumstances

Our school also recognises that bullying can be connected to characteristics or circumstances **not specifically protected by the Equality Act**, including:

- **Appearance** – including height, weight, hair, clothing, physical features or other aspects of a child's appearance.
- **Family circumstances** – including family structure, separation, bereavement, parental relationships or a child's home circumstances.
- **Special Educational Needs and Disabilities (SEND)** – including learning needs, communication difficulties and differences in behaviour or presentation.
- **Care experience** – including children who are looked after or have previously been looked after.



Bishop Martin CE Primary – Anti-Bullying Policy

- **Caring responsibilities** – including children who have responsibilities for caring for a family member.
- **Socio-economic circumstances** – including poverty, financial circumstances, clothing, possessions or access to resources.

Our approach: Bullying may involve one or more of these characteristics or circumstances, and it may be based on a characteristic that a child has, is perceived to have, or is associated with through someone else. All forms of bullying are taken seriously, and incidents will be addressed in line with our commitment to equality, inclusion, safeguarding and keeping children safe.

Preventing Bullying happening in our school

At Bishop Martin, 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



Bishop Martin CE Primary – Anti-Bullying Policy

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 recorded 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.
- 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.



Bishop Martin CE Primary – Anti-Bullying 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.



Bishop Martin CE Primary – Anti-Bullying Policy

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 child who has experienced bullying. 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 child alleged to have displayed bullying behaviour and any relevant witnesses.
- Discussions with children. 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 child who has experienced bullying
- 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.
- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with the child who has experienced bullying 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.



Bishop Martin CE Primary – Anti-Bullying Policy

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.

Investigation

All reported concerns will be taken seriously and investigated fairly and sensitively. Staff will establish the facts by speaking separately with the child who has experienced the alleged bullying, the child alleged to have displayed bullying behaviour and any relevant witnesses. Neutral language will be used until the investigation is complete, and confidentiality will be maintained wherever possible. The school will consider the context, frequency, impact and any prejudice-related or discriminatory elements of the reported behaviour.

Reporting

Children can report bullying or concerns to any trusted adult in school, including their class teacher, teaching assistant, lunchtime staff, DSL or Headteacher. Parents and carers can raise concerns with the class teacher or Headteacher. Concerns will be listened to seriously, recorded appropriately and responded to promptly. Reporting routes will be accessible to all children, including those with SEND or communication needs, and children will be supported to report concerns in a way that feels safe for them.

Equality Recording

Bullying incidents will be recorded appropriately, including the type of bullying, any protected characteristic or prejudice-related element, location, frequency, actions taken, support provided and follow-up outcome. This information will be monitored to identify patterns or trends and to inform preventative action. Governors will receive appropriate anonymised information to support their oversight of behaviour, equality and safeguarding.

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

Outcomes and Follow-Up

Following an investigation, appropriate action and support will be put in place in line with the Behaviour Policy and this policy. Children and parents/carers will be informed of the outcome where appropriate. A follow-up date will be agreed, and staff will check with the children involved to ensure that the bullying has stopped and that appropriate support remains in place. Incidents



Bishop Martin CE Primary – Anti-Bullying Policy

and follow-up actions will be recorded.

Sanctions and Consequences

Where bullying behaviour is established, Bishop Martin will respond with proportionate consequences in accordance with the Behaviour Policy, alongside appropriate support and education to prevent further incidents. Reasonable adjustments will be considered where appropriate for children with SEND. The school will not use predetermined sanctions, recognising that each incident and the needs of the children involved must be considered individually.



Bishop Martin CE Primary – Anti-Bullying Policy

Child on Child Abuse

Child-on-child abuse is abuse or harmful behaviour that occurs between children and can include bullying, cyberbullying, prejudice-based and discriminatory bullying, physical abuse, sexual harassment, sexual violence and other harmful behaviours.

Where bullying or other behaviour raises a safeguarding concern, including concerns involving significant harm, sexual harassment, sexual violence, serious physical harm, coercion, threats or discriminatory abuse, staff must report this immediately to the DSL or a member of the safeguarding team and follow the Child Protection Policy.

Cyberbullying at Bishop Martin - Tackling cyber bullying directly links to the Bishop Martin online 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 skillful 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 must 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?

Cyberbullying is bullying that takes place through digital technology and online platforms, including mobile phones, tablets, computers, social media, messaging services, group chats, online games and gaming platforms, livestreaming and image- or video-sharing platforms. It may include sending or posting threatening, abusive, humiliating or upsetting messages, images or videos; deliberately excluding someone from online groups or chats; spreading rumours or harmful content; repeatedly contacting someone to cause distress; impersonating another person or creating fake accounts; sharing photographs, videos or personal information without permission; or using images to embarrass, threaten or humiliate another person.

Cyberbullying may also involve AI-generated or manipulated images, videos or other content created or altered to mislead, mock, humiliate or cause harm. Cyberbullying can happen at any time, including outside of school, and can have a significant impact on a child's wellbeing and sense of safety. The school will take all reports of cyberbullying seriously and respond in line with this policy and relevant safeguarding procedures.



Bishop Martin CE Primary – Anti-Bullying 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
- Children learn about different types of bullying, its impact, bystander responsibility, stereotypes, respectful relationships and how to obtain help.
- 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 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.
- If a parent or carer is not satisfied with the school's response to a bullying concern, they should raise this with the Headteacher. If they remain dissatisfied, they can make a formal complaint in line with the school's Complaints Policy.



Bishop Martin CE Primary – Anti-Bullying Policy

Legal Considerations

Some threatening, harassing, discriminatory or harmful communications may constitute criminal offences and may be referred to the police.

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 or cyber bullying, but also may constitute child-on-child abuse and must be referred immediately to the DSL where there is significant harm, sexual harassment, sexual violence, serious physical harm, coercion, threats or another safeguarding concern.*

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*
- *Cyber Security Policy*
- *Online Safety Policy*
- *LDST Equality, Diversity and Inclusion Policy*
- *National Online Safety Advice*
- *Keeping Children Safe in Education (2026)*

Policy to be reviewed September 2027



Child Friendly Anti Bullying Policy



Bishop Martin Church of England Primary School

Child Friendly Anti Bullying Policy

Be a STAR Learner, Be Safe, Be Kind, Friendly and Truthful, Be Respectful and Be your Best.

What is Bullying?



Bullying is when someone hurts you again and again on purpose.
Remember: **STOP** – Several Times On Purpose

Bullying Can Be:



Physical – hitting, kicking, pushing
Verbal – name-calling or teasing
Emotional – saying mean things
Indirect – leaving people out

Who Can I Tell?



Friends, Teachers, Teaching assistants
Parents/carers, somebody at home you trust
School Council, Bishop Martin Guardians

What Should I Do?



Tell an adult at school or home
Tell a friend
Walk away and find someone to play with
Ask them to stop if you feel safe

If I See Bullying:



Don't ignore it
Don't stay silent
Tell an adult straight away

MOST IMPORTANTLY

TELL SOMEONE!

You are never alone.
We are here to help you.
Bullying is **NEVER** okay.





Anti Bullying Policy Summary



Bishop Martin Church of England Primary School

Anti-Bullying Policy Summary

Be a STAR Learner, Be Safe, Be Kind, Friendly and Truthful, Be Respectful and Be your Best.



Our Commitment

At Bishop Martin C.E. Primary School, we follow our motto "Learning Together, in God's Love" by promoting Christian values such as respect, kindness, honesty and compassion, and creating a calm, welcoming environment where every child feels valued and heard. We take bullying very seriously and work hard to prevent it, ensuring that all pupils feel safe, supported and treated fairly, with any concerns dealt with quickly and effectively. As a Silver Rights Respecting School working towards Gold, we place children's rights at the heart of everything we do, promoting equality and inclusion so that every child—regardless of their background, beliefs or abilities—is respected and protected from discrimination.



How We Prevent Bullying

At Bishop Martin C.E. Primary School, we work proactively to prevent bullying by promoting kindness, respect and understanding through our values, behaviour policy and curriculum, including RE and PSHE lessons, assemblies and themed weeks celebrating diversity. We encourage pupils to speak up through supportive systems such as playground leaders, buddy benches and classroom resources, while staff act quickly and firmly to address any concerns. Children are taught how to recognise and respond to bullying, and parents are encouraged to work closely with the school and report any worries early. Governors regularly review our approach to ensure it is effective, and together our whole school community strives to create a safe, respectful and supportive environment where everyone can be their best.



Roles and Responsibilities

The Bishop Martin anti-bullying approach outlines clear responsibilities for staff, pupils, parents, and governors in creating a safe and respectful school environment. Staff must remain vigilant, act promptly against bullying, and report online incidents appropriately, while pupils are encouraged to understand bullying, develop resilience, and report concerns. Parents and carers play a key role by monitoring their children's behaviour and wellbeing and working closely with the school, and governors ensure the policy is effective and regularly reviewed. Across the whole community, everyone is expected to uphold values such as kindness, respect, safety, and responsibility, with staff modelling positive relationships that influence pupils' behaviour and interactions.



Dealing with Bullying

In the instance bullying does occur, we ensure that dealing with it involves listening carefully to the victim using open-ended questions, identifying those involved, and gathering and recording clear evidence. Staff then address the behaviour with the individuals involved, making it clear that bullying is unacceptable, and inform senior leaders. Parents of both the victim and the bully are contacted, and patterns of behaviour are monitored and recorded, with safeguarding teams involved where necessary. Appropriate sanctions and support are put in place, and the situation is continually monitored to ensure the bullying does not continue.