



**ST. PETER AT GOWTS**  
**C of E PRIMARY SCHOOL**

Unlocking the potential in all,  
empowering a community of hope.

## St Peter at Gowts Church of England Primary School

Policy	Anti-bullying Policy
Date adopted	July 2023
Date reviewed	July 2025

### Vision

Our vision underpins this policy. St. Peter at Gowts CE Primary School is a place where all are valued, potential is unlocked, and hope is a core principle guiding this policy and the strategies that underpin this.

**“Unlocking potential in all, empowering a community of hope.”**

As an inclusive Christian community, we work towards **unlocking the potential in all** and empowering a **community** of hope. We seek to achieve this by providing a safe, **inspiring** and creative learning environment where all can flourish. Our successes are built on the foundation of our shared **values** and our consistently high expectations. Through challenge and support, we strive for **excellence** in all we do.

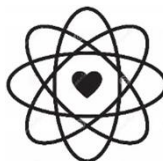
### Aims

This policy aims to:

- Create a positive culture that promotes an anti-bullying culture, ensuring that all pupils can learn in a calm, safe and supportive environment.
- To promote a consistent school response to any bullying incidents that may occur.
- To inform pupils and parents of the school’s expectations and to foster a productive partnership which helps to eradicate and maintain a bullying-free environment.

### Golden Threads

Our Golden Threads (Values, Inspiration, Community and Excellence) underpin the school vision and are used to drive the school forward. This policy has been written with the Golden Threads in mind, especially Values.



### What Is Bullying? Definitions used in school

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Type of Bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another’s belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"><li>• Racial</li></ul>	Taunts, gestures, graffiti, or physical abuse focused on a particular characteristic (race, gender, sexuality)

<ul style="list-style-type: none"> <li>• Faith-based</li> <li>• Gendered (sexist)</li> <li>• Homophobic/biphobic</li> <li>• Transphobic</li> <li>• Disability-based</li> </ul>	
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing, exclusion from social groups
Online bullying	Bullying that takes place online, such as through: social networking sites, messaging apps or gaming sites, malicious phone calls

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

### **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to attend the school
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to fall behind academically
- comes home with clothes torn or books damaged
- has possessions which are damaged
- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Procedures**

#### **Immediate Action**

1. The responsible member of staff must deal with the incident calmly and firmly. If the adult considers that there is a cause for concern they will listen to the 'victim' first.

They must avoid becoming involved in fact-finding or apportioning blame. All possible incidents of bullying will be recorded and dated by staff involved. The member of staff will adopt a problem-solving approach wherever possible. Record in behaviour logs in class.

2. If the incident occurs at break the teacher on duty will inform the class teacher. During lunchtime, it will be reported to the senior mid-day supervisor who will discuss the issue with the class teacher involved. Follow up discussions may be appropriate with individuals, and clear reminders of what is acceptable/unacceptable behaviour and the consequences of this. This will be recorded on CPOMs.
3. A meeting with both (or groups) of pupils may then be held if necessary, again using a problem-solving approach and encouraging the children themselves to say what needs to be done.
4. If a bullying issue is reported by parents this will, in the first instance, be addressed by the class teacher. If the issues persist and parents continue to have concerns, the Headteacher or SLT will address the issue.
5. In the case of cyber bullying, the above procedures will be followed and the Online Safety policy will be referred to.

### **Longer Term Action**

If the bullying persists and all procedures normally used are not effective further action will be necessary:

1. The incidents will be reported to the Headteacher or Deputy and SLT– recorded on CPOMs.
2. The Headteacher or SLT will investigate the incident.
3. They will decide if parents of the pupils involved should be informed and be asked to come in to a meeting to discuss the problem.
4. The child's parents will be invited in order to discuss the concerns, at which time any written comments may be used as evidence. Wherever possible, agreement is reached between parents and the school as to appropriate strategies to adopt that are consistent, firm and enforceable.

### **Outcomes**

1. The bully (bullies) will be made to apologise. Other consequences may take place i.e. written apology, removal of privileges.
2. If possible, the pupils will be reconciled, and an attempt will be made to help the bully change their behaviour resulting in the difficulties being resolved to the acceptance of both parties.
3. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
4. In the instance of cyber bullying the School may remove IT access to those children who are not using School IT resources in line with the Online Safety policy.
5. At the discretion of the school, outside agencies may become involved.
6. If necessary and appropriate, police will be consulted.
7. In serious cases, fixed term or permanent exclusion will be considered by the Headteacher.

### **Prevention**

The school uses preventative measures to combat bullying by:

- a clear and unequivocal commitment from the Headteacher, staff and Governing Body to develop and implement an anti-bullying approach
- the allocation of time at 'Safe and Well' meetings to enable the discussion of any bullying issues
- a commitment to staff development and training to combat bullying
- the involvement of parents and pupils by giving clear information
- combating bullying through curriculum provision – PSHE, Values and Peer Mediation Programme

### **Monitoring**

Monitoring the success of this policy will take place in the following ways:

- monitoring the frequency of recorded incidents
- regular discussion with pupils

- through the comments of parents and staff on the effectiveness of procedures
- responses from parents and pupils on the annual 'How good is our school?' questionnaire (school self-evaluation)

### **Reporting to Governors**

The Headteacher will prepare an anonymised termly report for governors that outlines any allegations of bullying and how these have been dealt with by the school. Governors will monitor levels of bullying and the success of the policy.

This policy will be reviewed every two years.

This policy/procedure should be read in conjunction with all other safeguarding related policies – see agreed safeguarding file. In particular:

- Safeguarding (child protection) Policy
- Safe Recruitment Policy
- Health and Safety Policy
- Medicines in School Policy
- Behaviour Policy
- Positive Handling Policy
- Online Safety Policy