



Anti-Bullying Policy

Higham-on-the-Hill Church of England Primary School

1. Introduction

At Higham-on-the-Hill C of E Primary School we are committed to providing a safe, caring and inclusive environment where all children feel valued, respected, and able to learn. Bullying of any kind is unacceptable and will not be tolerated. This policy outlines how we prevent, identify and respond to bullying behaviour.

2. Our Aims

- To ensure all pupils feel safe and happy in school.
- To create a culture where bullying is not accepted or ignored.
- To teach pupils how to treat others with kindness, empathy and respect.
- To clearly define bullying so that pupils, staff and parents understand what it is and how it will be addressed.
- To ensure bullying concerns are dealt with promptly, consistently and fairly.

3. Definition of Bullying

Bullying is **repeated, intentional** behaviour that causes physical or emotional harm to another person. It involves an imbalance of power.

Bullying can include:

3.1 Physical bullying

- Hitting, kicking, pushing
- Damaging or taking belongings

3.2 Verbal bullying

- Name-calling
- Teasing
- Threats

3.3 Emotional or social bullying

- Excluding others deliberately
- Spreading rumours
- Encouraging others to isolate someone

3.4 Cyberbullying

- Unkind messages or images sent via devices
- Online exclusion
- Sharing personal information without permission

4. Prevention Strategies

We aim to prevent bullying by:

4.1 Whole-school culture

- Promoting kindness, respect and celebrating differences.
- Having a clear school ethos and behaviour expectations.

4.2 Curriculum

- Delivering lessons on relationships, respect and online safety through PSHE, assemblies and circle time.
- Teaching children how to manage conflict and emotions.

4.3 Supervision and environment

- Ensuring adequate adult supervision during playtimes, lunchtimes and transitions.
- Creating safe spaces where children can talk to adults.

4.4 Pupil voice

- Encouraging pupils to report worries or incidents.
- Using worry boxes, digital reporting tools or trusted adults.

5. Reporting Bullying

Pupils are encouraged to speak to:

- Their class teacher
- A teaching assistant
- A member of the senior leadership team
- Any trusted adult in school

Parents can report concerns by:

- Speaking to the class teacher
- Contacting the school office
- Requesting a meeting with a senior leader

All reports will be taken seriously.

6. Responding to Bullying

When bullying is reported, the school will:

1. **Listen** to the child and offer reassurance.
2. **Investigate** thoroughly, speaking with all pupils involved.
3. **Record** all incidents in line with school safeguarding procedures.
4. **Act** promptly to stop the bullying.
5. **Support** the child who has been bullied.
6. **Educate and guide** the child displaying bullying behaviour to change their actions.

7. **Inform parents** of all children involved when appropriate.
8. **Monitor** the situation to ensure the behaviour does not continue.

7. Consequences and Support

7.1 For children who have been bullied

- Emotional support
- Restorative conversations if appropriate
- Regular check-ins with staff
- Support groups or mentoring

7.2 For children displaying bullying behaviours

- A restorative approach to repair harm
- Clear consequences in line with the school behaviour policy
- Teaching about empathy and positive behaviour
- Support to address underlying needs or difficulties
- Reflection time

8. Role of Staff

All staff must:

- Model respectful behaviour
- Be alert to signs of bullying
- Report and record incidents promptly
- Take all concerns seriously
- Support children with empathy and fairness

9. Role of Parents and Carers

Parents are encouraged to:

- Talk to their child regularly about school
- Report concerns early
- Work with the school to resolve issues
- Support the school's approach to kindness and respect

10. Monitoring and Review

This policy will be reviewed annually and updated to reflect best practice, pupil voice and feedback from the school community.