

Anti Bullying Policy 2026 2027

Nothing is beyond our reach!

Approved by	Governing Board
Policy Lead	Headteacher
Date approved	Autumn 2026
Review date	Autumn 2027

Vision Statement

Nothing is beyond our reach!
Care and challenge engage and motivate us!
Praise reassures and supports us!
Successes are celebrated and built on!

At Norton Community Primary School we are committed to providing a caring, safe, inclusive and respectful environment where every child feels valued and able to achieve their full potential. Bullying of any kind is unacceptable and will not be tolerated.

1. Aims

This policy aims to:

- Prevent bullying in all its forms.
- Create a culture where kindness, respect and inclusion are actively promoted.
- Ensure pupils know how to report concerns and seek help.
- Ensure all incidents are taken seriously and dealt with promptly.
- Support children who have experienced bullying.
- Support children displaying bullying behaviour to understand the impact of their actions and make positive changes.
- Meet statutory safeguarding responsibilities.

2. Statutory Framework

This policy has been developed with regard to:

- Keeping Children Safe in Education 2026 (KCSIE)
- Working Together to Safeguard Children 2026,
- Preventing and Tackling Bullying (DfE, updated July 2026)
- Education and Inspections Act 2006
- Equality Act 2010
- Children Act 1989 and 2004
- Human Rights Act 1998
- UK GDPR and Data Protection Act 2018

This policy should be read alongside the school's:

- Behaviour Policy
- Child Protection and Safeguarding Policy
- Online Safety Policy
- RSHE Policy
- Equality Policy
- SEND Policy

3. Definition of Bullying

Bullying is:

"The repetitive, intentional harming of one person or group by another person or group where there is an imbalance of power."

Bullying is:

- Deliberately hurtful
- Repeated over time
- Difficult for the victim to defend themselves against

A single incident of unkindness or conflict is not usually bullying, although all incidents will be addressed appropriately.

4. Types of Bullying

Bullying may include:

Physical Bullying

- Hitting
- Kicking
- Pushing
- Damage to possessions

Verbal Bullying

- Name calling
- Insults
- Threats
- Taunting

Emotional or Social Bullying

- Deliberate exclusion
- Intimidation
- Spreading rumours
- Manipulation of friendships

Cyberbullying

- Online messages

- Social media misuse
- Gaming platforms
- Image sharing
- Use of digital technologies outside or within school

Prejudice-Based Bullying

Bullying related to:

- Race or ethnicity
- Religion or belief
- Disability
- SEND
- Sex
- Gender reassignment
- Sexual orientation
- Family circumstances

KCSIE identifies prejudice-based bullying and discriminatory behaviour as safeguarding concerns which schools must address.

5. Bullying and Safeguarding

Bullying can cause significant harm to a child's wellbeing and may constitute a safeguarding concern. Some incidents may also be considered:

- Child-on-child abuse
- Sexual harassment
- Online abuse
- Hate incidents
- Criminal behaviour

All staff must report concerns in accordance with the Child Protection and Safeguarding Policy. The Designated Safeguarding Lead (DSL) will determine whether further safeguarding action or referral is required.

6. Roles and Responsibilities

Governing Board

The governing board will:

- Monitor the effectiveness of this policy.
- Ensure compliance with statutory guidance.
- Receive reports on bullying incidents and trends.

Headteacher

The Headteacher will:

- Implement the policy.
- Ensure staff training is provided.

- Monitor bullying incidents and outcomes.

Designated Safeguarding Lead (DSL)

The DSL will:

- Support staff with safeguarding concerns linked to bullying.
- Monitor vulnerable groups.
- Liaise with external agencies where appropriate.

Staff

All staff will:

- Model respectful behaviour.
- Challenge discriminatory language.
- Record bullying concerns.
- Report safeguarding concerns promptly.

Pupils

Pupils are expected to:

- Treat others with respect.
- Report bullying.
- Support classmates appropriately.
- Follow the school's behaviour expectations.

7. Prevention

The school works proactively to prevent bullying through:

Curriculum

Through RSHE, assemblies and wider curriculum opportunities pupils learn:

- Kindness and empathy
- Respect for differences
- Online safety
- Healthy relationships
- How to seek support

School Culture

We promote:

- Positive relationships
- Inclusive practices
- Celebration of diversity
- Pupil voice
- Restorative approaches

Staff Training

Staff receive safeguarding and behaviour training that includes:

- Bullying prevention
- Child-on-child abuse
- Online safety
- Prejudice-based incidents
- Recording and reporting concerns

8. Reporting Bullying

Pupils may report concerns to:

- Class teachers
- Teaching assistants
- Midday supervisors
- Senior leaders
- The DSL
- Trusted adults within school

Parents should contact:

1. The class teacher.
2. A member of the Senior Leadership Team if concerns continue.
3. The Headteacher if further support is required.

Reports will always be listened to and taken seriously.

9. Responding to Bullying

When bullying is reported, staff will:

Step 1: Listen and Record

- Take all reports seriously.
- Gather information from those involved.
- Record incidents accurately.

Step 2: Investigate

Staff will:

- Speak with all pupils involved.
- Interview witnesses where appropriate.
- Establish whether bullying has occurred.

Step 3: Take Action

Actions may include:

- Restorative conversations
- Loss of privileges
- Behaviour support plans

- Increased supervision
- Parental involvement
- Behaviour sanctions in line with the Behaviour Policy

Serious or persistent incidents may result in suspension in accordance with statutory guidance and the school's Behaviour Policy.

Step 4: Follow-Up

Staff will:

- Check that bullying has stopped.
- Continue monitoring.
- Review support arrangements.

10. Support for Pupils

Children Experiencing Bullying

Support may include:

- Named trusted adults
- Safe spaces
- Friendship support
- Emotional wellbeing support
- Referral to outside agencies where appropriate

Children Displaying Bullying Behaviour

Support may include:

- Restorative work
- Reflection and behaviour coaching
- Emotional literacy support
- Parental involvement
- Individual behaviour plans

Our aim is to change behaviour and repair relationships wherever possible.

11. Online Bullying

Cyberbullying is treated as seriously as face-to-face bullying.

The school may investigate incidents that occur:

- On school systems
- On personal devices
- Online outside school where there is an impact on pupils, wellbeing or school life

All incidents will be managed in conjunction with the Online Safety Policy and safeguarding procedures.

12. Recording and Monitoring

The school will:

- Record confirmed bullying incidents.
- Monitor patterns and trends.
- Analyse incidents involving protected characteristics.
- Report information to governors.
- Review effectiveness of prevention measures annually.

13. Monitoring and Review

This policy will be reviewed annually or sooner if:

- Statutory guidance changes.
- Local safeguarding procedures change.
- Significant concerns emerge.

The Governing Board will monitor implementation and effectiveness.

Useful Contacts

School Office: 01653 692104

Designated Safeguarding Lead: Headteacher

North Yorkshire Children and Families Service (MAST): 0300 131 2 131

Childline: 0800 1111

NSPCC Helpline: 0808 800 5000

This version is substantially updated from the school's 2021 policy and reflects KCSIE 2026 expectations around child-on-child abuse, prejudice-based harm, cyberbullying, safeguarding, online safety, equality and recording procedures.