ANTI-BULLYING POLICY

In this policy the following members of staff are referred to:

TITLE	NAME
Head Teacher and Designated Safeguarding Lead	Mia Santa-Humfrey
Deputy Designated Safeguarding Lead	Gill Sinclair
EYFS Designated Safeguarding Lead (EYFS)	Ambika Curbishley
Alternative Deputy Designated Safeguarding lead	Lucas Motion

INTRODUCTION AND PRINCIPLES

Our Anti-Bullying Policy takes account of all the different forms of bullying that may occur between and with the children who attend our School. It covers all those incidents of which we become aware, that may occur whilst the children are on the premises at the School under our supervision or outside of it.

This policy should be seen in conjunction with our **Child Protection and Safeguarding Policy** and our **Staff Code of Conduct Policy**, copies of which are located on our website.

This policy applies to all pupils in the School (including those in Early Years Foundation stage (EYFS) and applies to actions undertaken both inside and outside of the School.

The policy aims to outline a consistent school response to any bullying incident that may occur.

OUR GENERAL POLICY GOVERNING OUR CHILDREN AND BULLYING

Our community is based upon respect, good manners and fair play. It is imperative that all children at the School feel welcome, secure and happy. Only if this is the case will all members of the School community achieve their maximum potential. We are committed to providing a safe and caring environment that is free from disruption, violence and any form of harassment so that every one of our pupils can develop their full potential. We expect our pupils to treat members of staff with courtesy and co-operation so that they can learn in a relaxed, but orderly, atmosphere. All pupils should care for and support each other.

The School prides itself on its respect and mutual tolerance. Parents/guardians have an important role in supporting the School in maintaining high standards of behaviour. It is essential that there are consistent expectations of behaviour both at school, online and at home, and that the School and parents co-operate closely together. Acceptance of our Behaviour Policy forms part of our contracted terms and conditions.

This Anti-Bullying Policy is available to parents/guardians of pupils and prospective pupils on our website and in hard copy on request. It is also communicated to all staff and pupils.

We aim to make all those connected with the School aware of our intolerance of bullying, cyberbullying, prejudice based bullying, harassment, victimisation and discrimination of pupils or staff and our support of the latest DfE guidance provided within its document Keeping Children Safe in Education (KCSIE) as updated 2026. Bullying of any sort prevents children from achieving their potential and prevents equality of opportunity.

Any instances of bullying will be recorded and, where appropriate will result in disciplinary action in accordance with our Behaviour Policy.

DEFINITIONS OF BULLYING

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Put another way, bullying is the intentional hurting, harming, or humiliating of another person. It may take many forms, including physical (including any threat of or use of violence of any kind), sexual (including the sharing of nudes/semi-nudes), verbal (including cyberbullying via text messages, email, social media, gaming, or other instant messages, and can include the use of images, including AI generated fake images, self generated intimate images and video), and/or emotional (including by excluding, being sarcastic, name-calling, misogyny, tormenting or spreading malicious rumours). It can involve manipulating a third party to tease or torment someone, or actions that fall short of direct participation, where someone encourages others to bully, or joins in with laughing at a victim. Bullying is often hidden and subtle. It can also be overt and intimidating, and often involves an imbalance of power between the perpetrator(s) and the victim(s) whether that be a physical, psychological (knowing what upsets someone), or intellectual imbalance, or by the perpetrator(s) having access to the support of a group, or the capacity to socially isolate the victim(s).

Bullying can sometimes amount to child on child abuse, which is defined as abuse by one or more pupils against another pupil. It can be standalone or as part of wider abuse and can happen both inside and outside of school, and online. Further information about child on child abuse, including the procedures to follow when an incident of child on child abuse is reported can be found in the School's Child Protection and Safeguarding policy.

Bullying is often motivated by prejudice against particular groups, and may involve actions or comments regarding a person's race, religion or beliefs, sex, gender, sexual orientation, special education needs or disabilities (SEND) or certain health conditions, or because of a child's familial circumstances, such as they are adopted, in care or that they have caring responsibilities. Bullying may be motivated by actual differences between children, or perceived differences. For example, bullying can still be homophobic if directed towards a child that is perceived to be gay, whether or not this is the case.

Bullying can happen anywhere and at any time and can involve anyone - pupils, other young people, staff, and parents.

Where an incident of bullying causes or is likely to cause significant harm to a pupil, the School will follow the procedures set out in the School's Child Protection and Safeguarding Policy.

THE SCHOOL'S RESPONSE TO BULLYING

We always treat bullying very seriously. It conflicts sharply with the School's social and moral principles, the Fundamental British value of mutual respect and tolerance and potentially with the School's Equal Opportunities for Pupils Policy, and will not be tolerated. When incidents of bullying do occur, they are dealt with quickly and taken seriously. The School will never dismiss or downplay bullying as banter or horseplay, and all reported incidents of bullying will be dealt with by staff in accordance with this policy. Staff will reassure any victim(s) that they are being taken seriously and that they will be supported and kept safe.

The School understands that bullying can be so serious that it may cause physical, emotional, and psychological damage, such as eating disorders, self-harm and even suicide. Stopping violence and ensuring the immediate physical safety of pupils is the School's first priority, however, the School acknowledges that emotional bullying can be more damaging than physical bullying, and therefore staff will use their discretion when dealing with an incident of bullying within the parameters of this policy and the Behaviour Policy. Whilst bullying itself is not a specific criminal offence, there are criminal laws which apply to harassment, sexual violence and assault, sexting, the sharing of nudes/semi-nudes (in certain circumstances), upskirting and to violent and threatening behaviour. No one deserves to be a victim of bullying: everybody has the right to be treated with respect.

The School recognises that children with SEND or certain health conditions can face additional safeguarding challenges and may be more prone to peer on peer group isolation or bullying (including prejudice-based bullying) than other children. The School also recognises that certain children may face additional barriers to reporting an incident because of their vulnerability, disability, sex, ethnicity and/or sexual orientation.

Pupils who are victims of bullying will always be supported and will be reassured that they will be kept safe. Pupils who have engaged in bullying behaviour will be subject to appropriate disciplinary sanction and will also, where possible, be supported in learning different ways of behaving and offered support for their own circumstances, where appropriate.

Bullying which occurs on School trips, online, or outside of the School's premises will not be tolerated any more than bullying on School premises. Teachers will, where appropriate, discipline pupils for misbehaviour online, outside School premises and outside School hours.

SIGNS OF BULLYING

In order to identify incidents of bullying and the identity of bullies at the School we require all staff to:

- Watch and check for early signs of distress in pupils
- To act as a deterrent by being clearly visible at playtimes
- Monitor children's behaviour in the playground
- To ensure children are never left unattended except when at the toilet
- To ensure appropriate behaviour is normal practice, particularly in the play spaces

A child may indicate by their behaviour that they are being bullied. Staff will look out for some or all of the following signs, which may be evidence of bullying:

- Unwillingness to return to school;
- Displays of excessive anxiety, becoming withdrawn or unusually quiet;
- Failure to produce work, or producing unusually poor work, or work that appears to have been copied, interfered with, or spoilt by others;
- Books, bags, money, and other belongings suddenly go "missing", or are damaged;
- Change to established habits (e.g. giving up music lessons, change to accent or vocabulary);
- Diminished levels of self-confidence;
- Frequent visits to the School office with symptoms which may relate to stress or anxiety, such as stomach pains or headaches;
- Unexplained cuts and bruises;
- Frequent absence, erratic attendance, or late arrival to class;
- Choosing the company of adults rather than peers;
- Displaying repressed body language and poor eye contact;
- Difficulty in sleeping or experiencing nightmares; or

- Talking of suicide or running away from home or school.

Although there may be other causes of some of the above symptoms, a repetition or sufficient combination of these possible signs of bullying would be investigated by parents/guardians and teachers and reported/ recorded as appropriate (see below).

SPECIFIC OBJECTIVES

Within the School, we have the following areas of focus and concern in safeguarding our children, which we update to latest statutory guidance, specifically this year to the DfE document "Keeping Children Safe in Education" (KCSIE) 2026:

- Preventative Measures
- Induction and Training for all staff engaged in regulated activities, ensuring the latest available guidance is imparted on the best practice for understanding and dealing with bullying
- The role of parents and guardians in assisting with anti-bullying measures.
- Procedures for dealing with reports of bullying. Reporting and referrals where appropriate within the School, internally within NMS and externally to the Local Authority or police of serious incidents of which we become aware.
- Cyberbullying, preventative measures and procedures for dealing with cyberbullying.
- Special consideration if pupils are in the EYFS

1. PREVENTATIVE MEASURES

We take the following preventative measures to ensure that bullying does not become a problem at our school:

PUPILS

- All new pupils are told about the School's expected standards of behaviour. They are told what to do if they encounter bullying. We guarantee that those who report bullying in good faith will not be punished and will be supported. We explain to children why some forms of behaviour are unacceptable and hurtful to others. We rarely need to impose sanctions but sometimes we may remove a reward due to hurtful behaviour.
- Occasionally, a child may be sent to see the Head Teacher, who will explain the inappropriateness of a particular action, but such instances are rare. Parents/guardians are always informed via a note in the homework diary, a school "think sheet" used with the children (a form encouraging children to think about what happened, the consequences and what they must do to prevent it happening again) or by telephone when any sanction or reproof is needed. In cases of repeated instances of hurtful or inappropriate behaviour, parents/guardians will be invited into the School to discuss the situation with their child's teacher to agree a joint way of handling the difficulty.

- Assemblies and class discussions address these issues (including cyberbullying and prejudice-based and discriminatory bullying) at regular intervals.

- Our PSHE and RSE programme is structured to give pupils an awareness of their social and moral responsibilities as they progress through the School. The programme is structured to enforce the message about community involvement and taking care of each other.

- Other lessons, particularly Religious Education (RE), PSHE, RSE, English and Drama highlight the issue of bullying. They reinforce this message by teaching moral and spiritual values, respectful relationships between genders and Fundamental British values of respect and tolerance of different faiths and beliefs, to show bullying to be unacceptable and by developing social skills.

- All our pupils are encouraged to tell a member of staff at once if they believe that bullying is taking place, they are reassured that they will be taken seriously and will be supported and kept safe.

- The School buildings have posters giving advice on where pupils can seek help, including details of confidential help lines where they can connect with external specialists, such as ChildLine.

- Pupils are supervised in all areas outside the classroom and staff patrol the School site, particularly areas where bullying might occur. They are trained to be alert to inappropriate language or behaviour.

STAFF

- Training in child protection and anti-bullying is an important part of the induction process. Every new member of our teaching staff, including part-timers, temporary, visiting and contract staff working in school, receive appropriate training on these responsibilities. This requires them to be alert to the signs of abuse, bullying (including cyberbullying) and radicalisation and on the procedures for recording and referring any concerns internally and where appropriate externally.

- All school staff understand the principles of the School policy, their legal responsibilities, actions to be taken to resolve and prevent problems and sources of further support.

- The School recognises that certain children may be more at risk of bullying than others and may require additional support when dealing with an incident of bullying, for example children with SEND and/or certain health conditions. The School will ensure that staff receive appropriate training to be able to understand the specific needs of our pupils, and to enable all staff to provide an inclusive environment for all pupils.

- All reports of alleged incidents are recorded and investigated at once. A report of a bullying incident is logged in the pastoral section of the Engage system once there is direct evidence (e.g. by adult witnesses on duty in the playground) or indirect evidence from the victim or victims' parents. These records are reviewed for patterns of behaviour by the Head teacher.

- We reserve the right to investigate incidents that take place outside school hours, on school visits and trips, online, or that otherwise occur outside of school involving our pupils. Disciplinary measures will be taken in accordance with the Schools Behaviour policy and will be applied in a fair and consistent and reasonable manner, taking into

account the needs of pupils with SEND and certain health conditions and vulnerable pupils.

- Staff will always consider the motive behind bullying behaviour and whether it raises any concerns for the welfare of the perpetrator(s). If staff reasonably suspect that a pupil may be suffering, or is likely to suffer significant harm, they should follow the procedures set out in the Child Protection and Safeguarding Policy, and discuss concerns with the DSL without delay.

PARENTS AND GUARDIANS

- We encourage close contact between the Head Teacher and parents/ guardians, and will always make contact if we are worried their child might be being bullied, or we suspect that their child may be the perpetrator of bullying.

- If parents/ guardians have any concerns about bullying, they should contact their child's class teacher immediately. It is essential that they provide all the details of which they are aware as early as possible.

- Parents/guardians have a responsibility to support the School's Anti bullying policy and to actively encourage their child to be a positive member of the School.

- We welcome feedback from parents/guardians on the effectiveness of our preventative measures and results of this Anti-bullying policy.
- In the event that parents/guardians feel that a situation has not been resolved satisfactorily, they should refer to the School's Complaints Policy, a copy of which can be found on the website.

2. PROCEDURES FOR DEALING WITH REPORTED BULLYING

All pupils know that there are adults to whom they can turn to if they are worried. Our Head Teacher is our Designated Safeguarding Lead (DSL). There is a Deputy DSL (DDSL) and a DSL for the EYFS setting. Our procedures require that the DSL or the Deputy DSL, be informed should a member of staff, a parent or any other adult ever have any concerns of their own, or if they are ever approached by a child. In the EYFS setting, the DSL for the EYFS should be informed in the first instance.

For all teaching staff approached, the emphasis is always on a caring, listening, unprejudiced approach as bullies may be seen or unseen at work; bullies are often unseen victims too - that is often why they bully; bullying activities may be undertaken by children against each other; and so communication is the key to addressing bullying.

Each case is different and will be investigated and responded to with the interests of the children at the centre of each and every decision. The class teacher (or the DSL or DDSL in their absence) will consider these actions and discuss them with a senior leader:

- Enter the allegation of bullying in the Engage Portal Class logbook using either direct evidence of the incident (e.g. by adult witnesses on duty in the playground) or indirect evidence from the victim or the victim's parents.

- Inform the Head Teacher (who is also the DSL) - or the Deputy DSL in the absence of the Head Teacher

- The DSL or DDSL will notify the Board Level Lead if the parent has made the allegation.

- Undertake discussions at length with the alleged victim in a private location to ascertain their version of the events. This will require patience and understanding.

- Obtain reports from witnesses if possible.

- Undertake discussions with the alleged bully/bullies, who will be asked to give their version of events:

- If they own up, then staff follow the procedure outlined below

- If they do not own up, staff will investigate further. Not all instances of claimed bullying behaviour are clear and proven and not all incidents are one-sided.

- Details of the investigation carried out are entered in the Engage Portal Class logbook with input from the Head Teacher or DDSL as necessary.

- A conclusion is drawn by the teacher and/or Head Teacher and this together with what action is to be taken is entered into the Engage Portal Class logbook.

- If there is insufficient evidence to indicate bullying there may be no action taken within the School. This will be noted on the record.

- Where the original allegation of bullying was made by a parent, a report will be sent to both sets of parents in writing (with a copy going to the Safeguarding Board Level Lead at NMS) from the Head Teacher, detailing:

    - The allegation made
    - A definition of bullying according to the DfE.
    - The investigation work done.
    - The findings made and the conclusions drawn as to whether bullying occurred as per the definition.
    - Actions to be taken, if any.

- If there is clear evidence of bullying, the bully is helped to recognise their unsociable behaviour and offered support to modify that behaviour.

- Where a child is deliberately aggressive, for example, in the playground, they should be removed from the situation so that others can enjoy their break and gradually re-introduced to the playground, with progress monitored carefully.

- Introduce sanctions for the child who is bullying, which may include, depending on the perceived severity of the incident(s) obtaining an apology, withdrawal from favoured activities, loss of playtimes, suspension or, with persistent or serious incidents, exclusion from school.

- If deemed necessary and with the approval of the Head Teacher or a senior member of staff, a class teacher may have separate discussions with parents/guardians of the bully and victim.

- Inform the parents/guardians that an incident has occurred and the action that has taken place and ask that they support the strategies proposed to tackle the problem.

- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition occurs.

- Assuming the behaviour of the child who is bullying improves, favoured activities etc. can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.

- Review and analyse the incident to identify lessons learnt.

3. CYBERBULLYING

Cyberbullying can be defined as "*the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others*" (Belsey, http://www.cyberbullying.org/). It is an aggressive, intentional act often carried out repeatedly over time, and often against a victim who cannot easily defend themselves.

As a primary school, the School policy on mobile technology is that pupils are not allowed devices in school. Occasionally, a Year 6 pupil who is coming to and from school alone will have a 'brick phone' device, but this has to be agreed by the School and the device is handed in to the class teacher for safe keeping during school hours. With that proviso, the School acknowledges that cyberbullying could take place inside School but is most likely to take place outside of School and at any time of the day.

Cyberbullying could involve communications by various electronic media, including for example:

- Texts, instant messages or calls on mobile phones;

- The use of mobile phone camera images to cause distress, fear, or humiliation;

- Posting threatening, abusive, sexual, discriminatory, offensive, or humiliating material or comments on websites (including blogs, personal websites, and social networking sites such as Facebook, Instagram, Twitter or YouTube);

- Using e-mail to message others in a threatening or abusive manner; or

- Hijacking/ cloning e-mail accounts.

- Sharing AI generated fake images, self-generated intimate images or video

The School acknowledges that cyberbullying may take many different forms including: cyberstalking, exclusion or peer rejection, impersonation, unauthorised publication of private information or images, encouraging derogative comments on online platforms, sharing nudes/semi-nudes, upskirting and sexting.

The School has a role to play in teaching pupils about the underpinning knowledge and behaviours that can help them to navigate the online world safely and confidently regardless of the device, platform, or app. In taking this forward, the School has regard to the DfE's non-statutory guidance on *Teaching online safety in school* (January 2023).

CYBER-BULLYING - PREVENTATIVE MEASURES:

In addition to the preventative measures described above, the School:

- Expects all pupils to adhere to its procedures for the safe use of the internet. Certain sites are blocked by our approved and tested filtering system and the monitoring system supplies regular reports monitoring pupils' use. Alerts are also sent if more immediate action is required.

- Will impose sanctions for the misuse, or attempted misuse of the internet.

- Issues pupils with their own personal school email address.

- Offers guidance on the safe use of social networking sites and cyberbullying in PSHE lessons and on keeping names, addresses, passwords, mobile phone numbers and other personal details private and safe.

- Pupils are not permitted to have mobile phones in school. If a parent wishes their child to have a mobile phone after school hours, this should be indicated in advance via email and the mobile phone handed to a member of staff for safekeeping during the school day.

PROCEDURES FOR DEALING WITH CYBERBULLYING:

The School will follow the procedures set out in this policy and in the Child Protection and Safeguarding Policy where relevant for incidents of cyberbullying, taking such disciplinary action that is considered reasonable in the circumstances, with a view to regulating pupil conduct and protecting the reputation of the School, and the welfare of its pupils.

Although cyberbullying is not a specific criminal offence, there are however criminal laws that may apply to communications of a harassing or threatening manner or the unauthorised publication of private images, upskirting, sharing nudes/semi-nudes, and sexting. Where the School considers that a reported incident of cyberbullying may amount to a criminal offence, it will inform the Police.

4. EYFS CHILDREN

Even the youngest children are encouraged to behave towards each other with kindness and consideration. They have to learn to look after their own possessions and to respect other's possessions. We expect them to be honest, helpful and polite, and to work hard and to listen to others. They should respect everyone and learn to value differences and diversity.

We explain to children why some forms of behaviour are unacceptable and hurtful to others. We rarely need to impose sanctions at Reception level but sometimes we may remove privileges for hurtful behaviour. Occasionally, a child may be sent to see the Head Teacher, who will explain the inappropriateness of a particular action; but such instances are rare. Parents are always informed via e mail by the class teacher or a phone call when any sanction or reproof is needed. In the cases of repeated instances of hurtful or inappropriate behaviour, the parents will be invited into the School to discuss the situation with their child's teacher and/or the Head of the EYFS to agree a joint way of handling the difficulty. A serious incident would be escalated to the Head Teacher.

COMPLAINTS

Parents/guardians are encouraged to use our complaint procedure as set out in the School's Complaints Policy (which is published on our website) if they feel that any concerns about bullying (or anything else) are not being addressed properly. Parents of EYFS children should be aware that they have the right to refer a complaint directly to Ofsted, if they are unhappy with the way in which their complaint has been handled. The Complaints Policy explains how to complain to Ofsted.

Mia Santa-Humfrey
Head teacher
August 2026

Review approved by Deborah Livsey CEO
New Model School Company Ltd
August 2026

Date of next review August 2027