



POLICY NAME:	Tackling Bullying Policy
Frequency of review:	Every two years
Reviewed On:	May 2026
Reviewed By:	Kerry Darby
Next review (date):	May 2028

This should be read and used in conjunction with the Pines 'Positive Relationships' behaviour policy and E-Safety Policy.

At The Pines Primary School, we are committed to providing a safe, caring and inclusive environment where every child and adult feels valued, respected and protected from bullying. We believe that everyone has the right to learn and work in an environment free from fear, intimidation and discrimination.

Bullying of any kind is unacceptable and will not be tolerated. We are committed to promoting a culture where kindness, empathy, respect and positive relationships are at the heart of school life. All members of the school community have a responsibility to recognise, report and challenge bullying behaviour.

What is Bullying?

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

Bullying can occur face-to-face or online and may involve an imbalance of power, making it difficult for the victim to defend themselves.

Bullying may include:

- Physical aggression (hitting, kicking, pushing)
- Verbal abuse (name-calling, teasing, threatening)
- Emotional abuse (excluding others, humiliation, intimidation)
- Racist, sexist, homophobic or discriminatory bullying
- Bullying related to disability, SEND, appearance, religion or culture
- Damage to property or theft
- Online or cyberbullying through social media, messaging or gaming platforms

Occasional disagreements, friendship fallouts or one-off incidents, although taken seriously, are not usually regarded as bullying unless the behaviour is repeated and intentional.

Aims of the Policy

The aims of this policy are to:

- Prevent bullying from occurring
- Ensure all members of the school community understand what bullying is
- Create an ethos where children feel safe to report concerns
- Respond consistently and effectively to incidents of bullying
- Support both the victim and the child displaying bullying behaviour
- Promote positive relationships and emotional wellbeing
- Ensure bullying incidents are carefully monitored and recorded

Preventing Bullying

At The Pines Primary School, we believe prevention is the most effective approach.

We actively promote:

- Respect, kindness and inclusion through our values (The 5 C's)
- Our behaviour charter 'Be Kind'
- Positive relationship approach behaviour and emotional literacy
- Open communication between school and home
- Pupil voice and participation
- A culture where children feel confident to "tell"

Strategies Used to Prevent Bullying:

Whole School Awareness

- Regular teaching through the PSHE and RSHE curriculum
- Assemblies focusing on kindness, respect and inclusion
- Participation in national events such as Anti-Bullying Week
- Staff training and regular discussion of bullying procedures
- Clear behaviour expectations across the school
- Promotion of online safety and responsible technology use

Enhancing Communication

- Encouraging children to speak to trusted adults
- Effective communication between home and school
- Use of MyConcern to record and monitor safeguarding and behavioural concerns
- Pupil voice activities and wellbeing surveys
- Staff vigilance and regular pastoral monitoring

Reducing Opportunities for Bullying

- Active supervision during break and lunchtime
- OPAL play approach which encourages positive play
- Careful consideration of playground and school environment
- Prompt response to inappropriate language or behaviour
- Teaching children strategies for conflict resolution
- Promoting respectful behaviour towards all members of the school community

Signs That a Child May Be Experiencing Bullying

A child who is being bullied may:

- Become withdrawn or anxious
- Show changes in behaviour or mood
- Avoid school or certain activities
- Have unexplained injuries or damaged belongings
- Appear upset, fearful or isolated
- Experience friendship difficulties

- Show a decline in confidence or self-esteem

All concerns will be taken seriously and investigated appropriately.

Reporting Bullying

Children, parents, staff and visitors are encouraged to report concerns about bullying as soon as possible.

Reports can be made to:

- Class teachers in the first instance
- Senior leaders
- Any trusted adult in school

All staff have a responsibility to listen carefully, act promptly and record concerns appropriately.

Responding to Bullying Incidents

When bullying is reported or suspected, staff will:

- Take all concerns seriously
- Investigate promptly and fairly
- Speak to all children involved individually
- Listen calmly and without judgement
- Gather information from witnesses where appropriate
- Consider the needs and feelings of everyone involved
- Record incidents on MyConcern

Parents/carers will be informed where appropriate.

Support for Children

Support will be provided for both:

- The child experiencing bullying
- The child displaying bullying behaviour

Support may include:

- Restorative conversations
- Emotional support and pastoral intervention e.g. ELSA
- Increased supervision and monitoring
- Social skills or friendship support
- PSHE interventions
- Support from external agencies where appropriate

The school aims to help children learn from incidents and develop positive future behaviours.

Consequences

Consequences will be applied fairly, consistently and in line with the Positive Relationships Behaviour Policy. Staff will use professional judgement depending on the seriousness and frequency of the behaviour.

Persistent or severe bullying will be dealt with by the Senior Leadership Team and may involve external agencies.

The Role of Bystanders

We encourage all pupils to:

- Support others
- Report concerns to adults
- Refuse to encourage bullying behaviour
- Act responsibly and respectfully

Children are taught that remaining silent can allow bullying to continue and that seeking adult help is the right thing to do.

Cyberbullying

The school recognises that bullying can occur online.

Cyberbullying may include:

- Hurtful messages
- Sharing images or videos without consent
- Excluding others online
- Threatening or intimidating behaviour

The school will investigate cyberbullying incidents where they impact pupils' wellbeing or school life. Online safety is taught regularly through the curriculum.

Roles and Responsibilities

Staff

- Promote an inclusive and respectful environment
- Challenge inappropriate behaviour
- Record and report concerns
- Support pupils effectively

Senior Leaders

- Monitor bullying incidents and patterns
- Support staff with investigations
- Liaise with parents and external agencies where necessary

Parents/Carers

- Encourage children to speak openly
- Work in partnership with the school
- Report concerns promptly

Monitoring and Review

This policy will be reviewed regularly by the Senior Leadership Team and where appropriate the Trust to ensure it remains effective and reflects current guidance and practice.