



HERON CROSS PRIMARY SCHOOL

Anti-Bullying Policy

Reviewed: November 2025
Next review: November 2026

This policy should be read in conjunction with the school's Behaviour Policy, Safeguarding and Child Protection Policy, Online Safety Policy and Keeping Children Safe in Education (DfE).

Heron Cross Primary School is committed to providing a safe, respectful and inclusive environment where every child can thrive and achieve their full potential. This policy ensures that all members of the school community share a clear understanding of what bullying is, how it is prevented and how it is dealt with.

Definition of Bullying:

Bullying is purposeful and repeated behaviour conducted by an individual or group and directed against an individual who cannot defend him/herself in the situation. (DFE, 2011)

At Heron Cross Primary School, we recognise bullying as behaviour that involves:

- Intention to cause harm or distress
- Repeated over a period of time (more than one occasion)
- Difficult for individuals to defend themselves against - 'imbalance of power'

What is not bullying:

- Friendship fallouts
- One-off disagreements
- Accidental harm

Forms of Bullying:

Bullying can take many forms and may target characteristics such as race, religion, special educational needs or disabilities, home or family circumstances, or appearance.

Verbal bullying: Includes threats, name-calling, teasing, unkind remarks, insults about family members and the use of provocative or threatening language.

Psychological bullying: Sometimes known as silent or covert bullying. Includes deliberate exclusion from groups, ignoring an individual, spreading rumours or refusing friendship.

Physical forms of bullying: Includes hitting, kicking, pushing, slapping, damaging property, theft or hiding another person's belongings.

Cyber Bullying: Using mobile phones, social media, messaging apps or other digital platforms to harass, threaten, intimidate or spread harmful messages.

Heron Cross Primary School acknowledges that bullying may occur, but we are fully committed to maintaining a **zero-tolerance approach** to bullying, harassment and discrimination.

We believe that:

- Bullying is unacceptable and must never be ignored.

- Bullying can be addressed through a consistent and supportive approach.
- Seeking help is a sign of strength, not weakness.
- All members of the school community should be listened to and taken seriously.
- Everyone has a responsibility to ensure they do not bully or mistreat others.

Whole School Strategy to Minimise Bullying

To minimise bullying, Heron Cross Primary School will:

- Investigate all reports of bullying carefully and sensitively.
- Encourage pupils, staff and parents to talk openly about concerns.
- Ensure staff respond calmly, consistently and promptly to all allegations.
- Teach about bullying and respectful relationships through the PSHE curriculum.
- Promote peer support and teach children how to support others and resist peer pressure.

Anti-Bullying Code:

If you see someone being bullied:

- Don't rush over and take the bully on.
- Do let a teacher or other staff member know.
- Do try to be a friend to the person being bullied.
- Don't be made to join in.

If you are a victim of bullying:

- Tell a teacher or another adult in school
- Tell your family
- Take a friend with you if you are scared to tell someone by yourself
- Keep telling someone until they listen
- Don't blame yourself for what has happened

Possible signs and symptoms of bullying

A child who is being bullied may show some of the following signs or changes in behaviour:

- Fear of walking to or from school
- Reluctance to go on school trips or use school transport
- Asking to be driven to school
- Changes to their usual routine
- Being school-phobic or unwilling to attend
- Becoming withdrawn, anxious or lacking confidence
- Stammering or displaying signs of stress
- Signs of self-harm

- Threats to run away or talk of suicide
- Difficulty sleeping, nightmares or crying at night
- Bedwetting or soiling
- Feeling ill in the morning
- Decline in school work
- Torn clothing or missing belongings
- Asking for or stealing money
- Coming home hungry
- Changes in appetite
- Becoming aggressive or disruptive
- Bullying siblings or other children
- Fear of using technology
- Anxiety when receiving online messages
- Avoiding eye contact
- Sudden changes in attitude or behaviour

These signs may also indicate other issues, but they must always be taken seriously.

Responding to allegations of bullying:

When a concern is raised, the school will follow these steps:

1. Children will know who they can speak to, such as a friend, class teacher, teaching assistant or member of the Pupil Leadership Team.
2. All adults in school will encourage and support children to report bullying. Staff who receive information must inform the class teacher immediately.
3. The class teacher will investigate the concern and speak to the child or children involved to attempt early resolution.
4. Where appropriate, support from outside agencies (e.g. counselling services or police) may be requested.
5. Both the child experiencing bullying and the child engaging in bullying behaviour will be informed that the situation is being monitored.
6. If the behaviour continues or is of a serious nature, parents/carers of the child who has bullied will be invited into school to discuss the situation.
7. Clear expectations will be set regarding behaviour, boundaries, supervision arrangements and safe spaces during the school day.
8. Continued bullying may result in sanctions, including suspension or fixed-term exclusion.
9. The child who has been bullied will receive appropriate support to rebuild confidence and self-esteem.

Remember:

Our children and staff always committed to being:

Ready Respectful Safe

Signed (Headteacher): *G. Willdigg*

Signed (Chair of Governors): *S. Evans*

Date of Approval: 28th November 2025

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