



Anti-Bullying Policy

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1. Introduction

Yewtree Primary School is committed to ensuring that all children can learn in a supportive, caring and safe environment, without the fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and it will not be tolerated. If bullying does occur, all pupils should know who to tell and know that incidents will be dealt with promptly and effectively.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can take many forms and is often motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, gender, sexual orientation, social background, Special Educational Needs and Disabilities.

Bullying can be:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting (e.g. hiding equipment or possessions, threatening gestures, spreading rumours)
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual Direct or indirect	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Homophobic, Biphobic, Transphobic	Focusing on the issue of sexuality
Verbal	Name-calling, sarcasm, spreading rumours, teasing, offensive comments
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites or mobile threats by text messaging and calls

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Yewtree Primary School has a responsibility to respond promptly and effectively to issues of bullying.

2. Aims

- To produce a safe and secure environment where we can all learn without anxiety
- To produce a consistent whole school response to any bullying incidents that may occur
- To make it clear that all forms of bullying are unacceptable
- To deal effectively with incidents of bullying
- To encourage children to report incidents of bullying and ensure that they are listened to
- To help and support anyone who bullies to change their attitudes as well as their behaviour and understand why it needs to change
- To liaise with parents and carers and other appropriate members of the school community
- To ensure all members of the school community feel responsible for combating bullying and capable of doing so.

3. Roles

Pupils and Staff

Pupils and staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Providing reassurance that the bullying will be addressed
- Offering continuous support
- Restoring self-esteem and confidence
- The use of strategies such as Protective Behaviours to ensure they feel safe and know who they can talk to
- The use of specialist interventions and/or referrals to other agencies where appropriate

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrongdoing and need to change through work such as Educational Consequences and the process of Reflect, Repair, Restore so that all parties may move on positively.
- Informing parents and carers to help change the attitude of the pupil and support the school in its efforts to eradicate bullying behaviours
- The use of specialist interventions and/or referrals to other agencies where appropriate

The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school's policies and they know how to deal with incidents of bullying. The Head teacher reports to the Governing Board about the effectiveness of the anti –bullying policy termly at Governing Body meetings, and more frequently if required.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head Teacher draws the attention of children to this fact at suitable moments, as well as by the implementation of the Behaviour Policy throughout the school. For Yewtree Anti-Bullying Policy

example, if an incident occurs the Head Teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour is wrong, the impact it has on others and why a pupil is facing consequences for their actions.

The Head Teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head Teacher sets the school the school climate of mutual support and praise for success so making bullying less likely. When children feel they are important and belong to a friendly inclusive school that recognises and demonstrates respect for a diverse school community, bullying is far less likely to be part of their behaviour. (Refer to Behaviour Policy for further details on rewards and sanctions)

The Role of Governors

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy makes it very clear that the Governing Body does not tolerate bullying in our school and will hold the Head Teacher to account about any bullying incidents in its regular meetings and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors any incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The Governors require the Head Teacher to keep accurate records of bullying and to report to the Governors at least termly about the effectiveness of school anti-bullying strategies.

The Governing Body responds within 10 days to any request from a parent or carer to investigate incidents of bullying. **In all cases**, the Governing Body notifies the Head Teacher and asks him/her to conduct an investigation into the case and to report back to the Governing Body, and the parent or carer must follow the Complaint procedures in reporting the matter to the school first.

Responding to reports about bullying

The School

The school will take the following steps when dealing with concerns about bullying:

- Investigate any reported cases of bullying thoroughly and in a timely manner
- If bullying including cyber-bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it
- A clear account of the concern will be recorded and given to the Head Teacher
- The Head Teacher or member of the Senior Leadership Team will interview everyone involved and keep a detailed record. This will be held in line with the school's data protection policy / practice and recorded within the Anti-Bullying Incident Log
- Class Teachers will be kept informed
- Parents/carers and other relevant adults will be kept informed
- Where bullying occurs outside school, this includes either near the school or on the children's way home or to school, any other relevant schools or agencies will be informed about the concerns and any actions taken
- Consequences and sanctions will be used as appropriate and in consultation with all parties involved (see behaviour policy for further information)

The following disciplinary steps can be taken:

- ◆ Official warnings to cease the bullying
- ◆ Educational consequences
- ◆ Loss of playtime and lunch time play as a part of a protective consequences plan
- ◆ Internal exclusion (as part of a protective consequences plan)
- ◆ Fixed term suspension
- ◆ Permanent exclusion

Although suspension/exclusion is a sanction available to the school it is one which would be used as a last resort, and in the most severe case. As a Hertfordshire Therapeutic trained school, we believe, where possible, in working with children to learn from their mistakes and to support them to improve their behaviour. This is to develop their internal discipline in regard of their behaviour in order to facilitate long-lasting change.

The Role of Parents and Carers

Parents and Carers have a responsibility to support the school Anti-Bullying policy and to actively encourage their child to be a positive member of the school

Most concerns about bullying will be resolved through discussion between home and school. However, where a parent or carer feels their concerns have not been resolved, they are able to use the Complaints Procedure.

Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents and carers will be asked to work with the school in addressing their child's behaviour, e.g. restricting/monitoring their use of the internet or mobile phone.

Referral of the family to external support agencies will be made where appropriate.

4. Preventative Measures

The school will:

- Raise awareness of the nature of bullying and cyber bullying through inclusion in Spiritual, Moral, Social and cultural development (SMSC) and Personal, Social, Health and Citizenship Education (PSHCE) lessons and assemblies, including through our JIGSAW programme. This will enable pupils to be clear on what bullying is, what is unacceptable behaviour, to know that it will not be tolerated in school and provide them with strategies should they be faced with such a situation.
- Ensure anti-bullying messages are conveyed through other school curriculum areas, displays, peer support and school council as appropriate, in an attempt to eradicate such behaviour
- Participate in national and local initiatives such as Anti-Bullying Week and e-Safety week
- Seek to develop links with the wider community that will support inclusive anti-bullying education and anti-cyber bullying through the work of CEOP (Child Exploitation & Online Protection Centre)

- Take action to prevent all forms of bullying
- Expect staff to be vigilant regarding any such behaviour
- Make all staff aware of the need to treat any suspected case of bullying seriously

Monitoring and review

A termly behaviour monitoring report that includes any incidents of bullying is made to the Governing Body by the Headteacher which includes statistics about:

- a. The number of reported concerns
- b. Monitoring information about the pupils involved
- c. Potential reasons behind the bullying behaviours (Roots and Fruits, Herts Steps)
- d. Actions taken and outcomes

Statistical information will be provided to the local authority as required.

This policy will be evaluated annually and updated where necessary. The views of pupils and staff will be used to make changes and improvements to the policy on an ongoing basis