



FOXBOROUGH PRIMARY SCHOOL

ANTI-BULLYING PROCEDURE

Policy confirmed by the Local Committee
of Foxborough Primary School

Date Ratified: Spring 2026

Signed:

A handwritten signature in black ink, appearing to read 'Gill Knight', is written over a faint, circular watermark or stamp.

Chair of LC: Gill Knight

Review Date: Spring 2027

ANTI-BULLYING PROCEDURE

Statement of Intent

At Foxborough Primary School, we are committed to creating and maintaining a bullying-free environment by providing a caring, friendly and safe environment for all of our pupils where they can learn in a supportive and secure atmosphere. Bullying of any kind is unacceptable at our school. It is our aim that if bullying does occur that every child will feel able to tell an adult and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to inform the staff.

Any child who is an alleged victim or victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed and then discussed with the headteacher. A clear account of the incident will be recorded. All staff, through our pupil update in staff briefing will be informed, so that close monitoring of the victim and bully can begin. Parents/Carers of both parties will be informed.

Although this policy refers in the main to the children in our care, we are also aware of and endorse the anti-bullying measures for adults (see Mutual Respect at Work Policy).

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents should be aware of what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying very seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

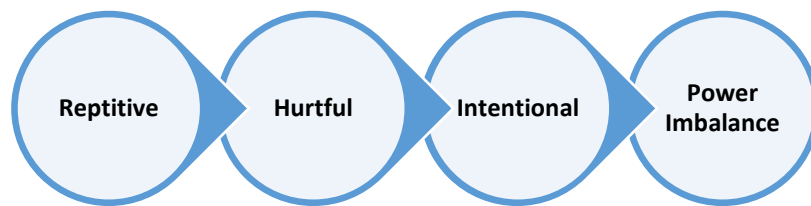
What Is Bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

According to the Department of Education, bullying is defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally

- often aimed at certain groups, for example because of race, religion, gender or sexual orientation



It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

(DFE, 2022)

The school recognises that bullying may take place online and outside of school hours. Where incidents impact pupils' safety, wellbeing, or learning, the school will respond appropriately in line with safeguarding and behaviour procedures.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g. photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

The school will record and respond to bullying related to protected characteristics in line with the Equality Act 2010.

Some incidents of bullying may also constitute child-on-child abuse. Where this is the case, the school will follow safeguarding procedures in line with the Child Protection and Safeguarding Policy.

Why is it Important to Respond to Bullying?

There is considerable evidence to show that bullying has both short term and longer-term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, children looked after, pupils from minority ethnic groups or faiths, young carers, LGBTQ+ pupils and those perceived to be LGBTQ+

Signs and Symptoms

There are a variety of possible signs or symptoms that should be taken seriously by all adults when considering and investigating the possibility of bullying. Adults should be aware of the child who:

- doesn't want to go on the school / public bus
- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in schoolwork
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)

- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Prevention

We will use the following methods for helping children to prevent bullying before it starts and to encourage them to take appropriate action if they come across incidents of bullying:

- Use our 'Zones of Regulation' to support children in understanding and regulate their emotions.
- Promoting a 'tell someone' Culture.
- DEIB Re-Education Pupil reflection – a programme based on creating empathy by ensuring the perpetrator understands the impact of the actions they have taken against the victim.
- Training staff and pupils on the 'Ouch, Whoops, Whoa' programme
- Discussing bullying and the many forms it may take in both the classrooms and assemblies at least termly.
- Using PSHE lessons to read/write stories or poems, make up role-plays or draw pictures about bullying with the specific aim of developing awareness of bullying and why it must be stopped and the differences between relational conflict and bullying
- Using Jigsaw PSHE lessons to create an ethos where differences are valued and indeed celebrated
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Provide a range of spaces and opportunities at break and lunch times for children to safely socialise.
- Having a positive ethos that all pupils, staff and parents understand.

- Promote our House and Student Leadership programme as role models and mentors.
- Offer of our School Counsellor, Play Therapist to those may be victims and/or preparators of bullying
- Compiling a child-friendly set of school guidelines for anti-bullying rules which are regularly reviewed to promote Foxborough School as a bullying free zone
- Include reference to or involve ourselves in any local or national initiatives promoting anti-bullying
- Use a 'worry box' that is easily accessible to all pupils so that they can inform us of any concerns they may have
- Report safeguarding concerns of child-on-child abuse to the Designated Safeguarding Lead
- Provide assurances to child that concerns have been listened to and action will be taken
- Consider who else is involved and what roles they have taken
- Send clear messages that the bullying must stop
- Work with both parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequences
- Raise awareness of online bullying through regular e-safety lessons.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.
- [Staff receive annual training on online safety, filtering and monitoring systems, discriminatory bullying and child-on-child abuse.](#)

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Peer mentors or buddies

Each class has a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

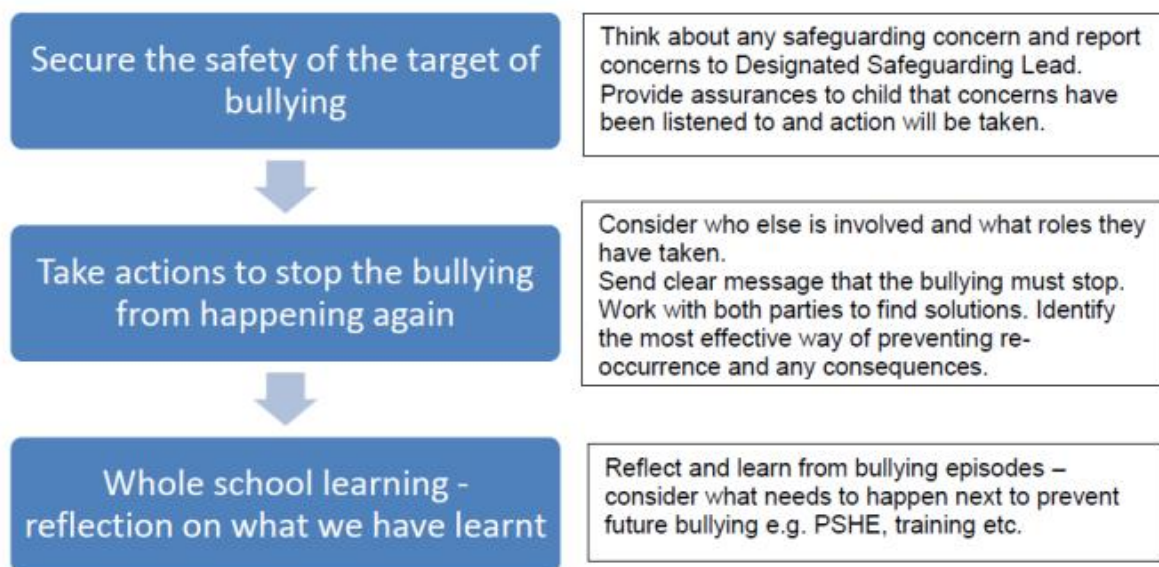
Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher. When pupils report their concerns, our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

1. All allegations of bullying will be investigated by staff.
2. Any safeguarding concerns, including any physical harm must be recorded on CPOMS.
3. Bullying is considered child on child abuse, therefore any incidents deemed to be bullying, must be recorded on CPOMS.
4. In all recorded cases parents will be informed on the day as a priority.
5. If necessary and appropriate, police will be consulted.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences, such as making recompense for damage to property may be considered appropriate in some circumstances. These additional consequences will be in line with our behaviour policy.
- 2) If possible, the pupils will be reconciled through restorative conversations, reflection activities and behaviour education.
- 3) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 4) In serious cases, exclusion will be considered.

Responding to Bullying



We monitor and review all bullying incidents to determine any patterns or trends that may require further action. On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and pupil leadership teams.

Procedures for parents:

- If a parent has any concerns about their child, they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to a member of the senior leadership team who will monitor the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with a member of the senior leadership team.
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately, they should follow the school's complaints policy.

Senior leaders will review patterns of behaviour termly to identify trends and inform preventative action.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.