



Northlands Primary School

One Community – Many Cultures – Achieving Together

Anti-bullying policy September 2025
Review September 2026

Aim:

All schools have a duty to prevent bullying under the Education and Inspections Act 2006. The Equalities Act 2010 also places a duty on schools to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relationship between people who share a protected characteristic and those who do not share it. Bullying is wrong and can cause significant harm to the well-being of any individual affected. Therefore, we work together as a community to eradicate bullying in order to provide a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur. The aims of this policy extend to all people working within the school, to create an atmosphere where bullying is discouraged and each individual feels cared for and valued. The policy is reflective of the schools vision; One Community - Many Cultures - Achieving Together. This policy should be read in conjunction with the school's:

- Equality policy
- Behaviour policy
- Staff code of conduct (available upon request)

The law:

The bullying actions of harassment, discrimination, victimisation, physical abuse, emotional abuse, verbal abuse and sexual abuse can mean that the perpetrator is breaking the law. Other forms of bullying, such as cyber bullying and homophobia, can also lead to serious criminal proceedings. The police service will be informed of cases where the school suspects criminal acts may have taken place. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on the school premises. This means that any acts of bullying that take place outside school can be dealt with under the school's bullying procedures.

Safeguarding Under the Children Act 1989 and 2004, a bullying incident will be treated as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. In these cases, the school will inform the Multi-Agency Safeguarding Hub.



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Definitions:

At Northlands we recognise bullying as any act that is deliberate, hurtful, upsetting, frightening or threatening, by an individual, or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP - it happens Several Times On Purpose).

Types of bullying

- Emotional; being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation.
- Verbal; name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone.
- Physical; pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things.
- Racist; racial taunts, graffiti, gestures, making fun of culture and religion.
- Sexual; unwanted physical contact or sexually abusive or sexist comments.
- Homophobic; because of focusing on the issue of sexuality.
- Online/cyber setting up 'hate websites' , sending offensive text messages, emails and abusing the victims via their mobile phones.
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special education needs.

Bullying is not... it is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone.

It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships. All bullying is damaging to those who experience it and to those who perpetrate and with this in mind , at Northlands, we will do our best to prevent it through ensuring that all children in the school are well aware of how dangerous and damaging it is, by rewarding girls



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and boys for caring and considerate behaviour, by supporting all victims of bullying and by taking firm action against those who are responsible for bullying.

Signs and Symptoms:

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- 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 school work
- 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
- 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.



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Prevention Strategies:

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

Staff are obliged - as set out in the teacher Code of Conduct- to identify and address incidents of bullying in a timely manner. All staff who work with children at Northlands are trained to spot and deal with incidents of bullying. Additionally, our behaviour policy emphasises the importance of taking bullying seriously (it is a level 4 behaviour which must be reported to the HT).

These can include:

- All staff making pupils aware of the problems that can be caused by bullying in PSHCE sessions.
- The theme of bullying is integrated through the PSHE curriculum using the Social and Emotional Aspects of Learning (SEAL) documentation and the schools work on 'Protective Behaviours'.
- Class rules are established at the beginning of the school year which promote positive behaviour and agree class expectations including BE RESPECTFUL.
- The school council discusses issues around bullying and preparing materials for anti-bullying week.
- Displaying materials which promote the school as an anti-bullying school e.g. displays, posters, children's work.
- Promoting positive behaviours through whole school strategies e.g. HT award based on the school rule BE RESPECTFUL. NORTS are given for positive behaviours.

It is difficult to predict which specific groups may experience bullying so staff are aware that anyone can be a victim or perpetrator of bullying. However, the OFSTED evaluation schedule for inspections identifies some groups that could be more vulnerable:

- Disabled pupils, as defined by the Equality Act 2010, and those who have special educational needs.
- Groups of pupils whose prior attainment may be different from that of other groups
- Those who are academically more or less able



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- Pupils for whom English is an additional language
- Minority ethnic pupils
- Gypsy, Roma and Traveller children
- Looked after children
- Pupils known to be eligible for free school meals
- Transgender pupils
- Young carers
- Pupils from low income backgrounds

Strategies for dealing with bullying:

It should be remembered that the whole purpose of any action taken by staff against bullies is to enable all pupils to come to school and to enjoy a happy and secure environment. Parents, pupils and staff should be left in no doubt that bullying, in all its forms, will not be tolerated.

1. All staff will watch out for early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance. Staff will understand that whilst these behaviours may be symptomatic of other problems, they may be early signs of bullying. If bullying does occur:
 - Pupils are encouraged to find the help of an adult they trust and to stay where there are plenty of other pupils about and where an adult can see them.
 - Bullying- as set out in the Behaviour Policy- is a level 4 behaviour and should be reported to the headteacher. Staff may use their discretion to deal with the early signs of bullying and warn perpetrators of the consequences should it develop. All cases of bullying should be logged onto CPOMS and will be reviewed by the HT and Pastoral Lead weekly.
 - The HT and Pastoral Lead will make relevant members of staff aware of bullying or potential bullying so that it can be closely monitored and stopped.
 - Pupils will be given PSHCE lessons (including repetition of previous sessions) as required following incidents of bullying.
 - Pupils who are bullying will be made aware that their actions are making other pupils unhappy in coming to school and that this goes against the school rules.



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- Pupils who have bullied need to know that these actions are not tolerated and should find ways to make amends through negotiation and discussion with the staff of the school. If bullying persists:
- The bully, or groups of bullies, may be withdrawn from the playground or classroom for a period of time and their parents will be informed of the action that has been taken
- Their behaviour will be monitored for a period of time so as to enable the school and home to work together to overcome problems.
- Ultimately, an exclusion from school may be given if the bullying behaviour does not stop - in line with the school's exclusions policy

The role of the teacher and support staff:

Teachers will support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. All staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Staff are obliged to take remedial action if bullying does occur and this is set out in the Code of Conduct for teachers as well as in the most recent KCSiE 2025. If adults witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied then after consultation with the Head Teacher, the class teacher informs the child's parents. If adults become aware of any bullying taking place between members of a class, they deal with the issue immediately, this may involve counselling and support for the victim of the bullying and sanctions for the child who has been carrying out the bullying. This may also include sharing a monitoring book with the child to help ensure covert bullying does not take place. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.

If a child is repeatedly involved in bullying other children, the child's parents are invited into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher or Deputy Head Teacher may need to contact external support agencies. Any child who is excluded from school for any reason, including bullying, will work with staff to produce a risk assessment to minimise the repeat of any unwanted behaviour.

It is important that all children are listened to so that a decision about incidents can be established. Staff must be robust in their approach to gathering evidence.



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Parents:

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Deputy Head Teacher or Head Teacher. If they remain dissatisfied, they should follow the school's complaints procedure. Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to follow it.

Sources of further information, support and help:

Act Against Bullying 0845 230 2560 www.actagainstbullying.com

Anti-bullying Alliance (ABA) 020 7843 1901 www.antibullyingalliance.org.uk

Anti-Network 0131 651 6103 www.antibullying.net

Beatbullying 0845 338 5060 www.beatbullying.org.uk

Childline 0800 11 11 (helpline for children) www.childline.org.uk

Childnet International 020 7639 6967 www.childnet.com

Kidscape 020 7730 3300 (General enquiries) 08451 205 204 (Adults only)
www.kidscape.org.uk

Mencap 0808 808 1100 www.mencap.org.uk

NSPCC 0808 800 5000 www.nspcc.org.uk

Parentline Plus 0808 800 2222 www.familylives.org.uk