



Stanley Crook Primary School

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OUR MISSION: TO TRY OUR BEST, TO TELL THE TRUTH, TO LOOK AFTER EACH OTHER AND THE COMMUNITY

"Pupils' personal development, behaviour and welfare is OUTSTANDING" (Ofsted, 2019)

Anti-bullying Policy

Completed by: Mrs M. Norris

Date Implemented: September 2026

Review date: September 2027

Stanley Crook Primary School is committed to improving outcomes for all pupils



SCHOOL
MEMBER



Stanley Crook Primary School Anti-Bullying Policy

1. Statement of Intent

At Stanley Crook Primary School we are committed to providing a safe, caring, inclusive and respectful environment where all pupils can learn, develop and thrive free from bullying, discrimination, intimidation or harassment.

We believe that every child has the right to feel safe, valued and respected. Bullying of any kind is unacceptable and will not be tolerated.

This policy supports the school's commitment to safeguarding and promoting the welfare of children and should be read alongside the school's Safeguarding Policy - Sept 26, Behaviour Policy 2026, Online Safety Policy, SEND Policy, Equality Policy and RHSE Policy.

The school recognises that bullying is not solely a behaviour issue; in some circumstances it may also constitute a safeguarding concern requiring intervention by the Designated Safeguarding Lead (DSL) and external agencies.

2. Aims

This policy aims to:

- Promote a culture of kindness, inclusion and respect.
 - Ensure all members of the school community understand what bullying is.
 - Prevent bullying from occurring.
 - Provide clear procedures for reporting and responding to bullying.
 - Protect pupils from bullying both online and offline.
 - Support children who experience bullying.
 - Support children whose behaviour causes harm to others.
 - Ensure bullying is recorded, monitored and addressed effectively.
 - Ensure compliance with safeguarding requirements and current statutory guidance.
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3. Legislative and Guidance Framework

This policy has been developed in accordance with:

- Keeping Children Safe in Education (KCSIE) September 2026.
 - Working Together to Safeguard Children 2026.
 - Equality Act 2010.
 - Education Act 2002.
 - Education and Inspections Act 2006.
 - Behaviour in Schools Guidance (DfE).
 - Preventing and Tackling Bullying Guidance.
 - Cyberbullying Advice for Schools.
 - Relationships Education and Health Education Guidance.
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4. Safeguarding Responsibilities

The welfare of the child is paramount.

Staff understand that some bullying incidents may indicate wider safeguarding concerns including:

- Child-on-child abuse.
- Sexual harassment.
- Sexual violence.
- Harmful sexual behaviour.
- Criminal exploitation.
- Online abuse.
- Prejudice-based abuse.
- Radicalisation.
- Emotional abuse.
- Domestic abuse.
- Mental health concerns.

All staff will maintain an attitude of:

"It could happen here."

Any safeguarding concerns arising from bullying must be reported immediately to the DSL or Deputy DSLs.

5. Safeguarding Team

Designated Safeguarding Lead

Mrs Michelle Norris

Deputy Designated Safeguarding Leads

Mrs Rachel Wilkinson
Mrs Danielle Martin

SENDCo
Miss Amy Barrett

Safeguarding Governor

Mrs L Glasper

6. Definition of Bullying

Bullying is:

The repetitive, intentional harming of one person or group by another person or group where there is an imbalance of power.

Bullying is usually:

- Deliberately hurtful.
- Repeated over time.
- Difficult for the victim to defend themselves against.

Single incidents of unkindness, disagreement or conflict will be addressed appropriately but may not meet the definition of bullying.

7. Forms of Bullying

Bullying may include:

Physical Bullying

- Hitting
- Kicking
- Pushing
- Damaging property

Verbal Bullying

- Name-calling
- Insults
- Threatening behaviour
- Offensive language

Emotional Bullying

- Humiliation
- Exclusion
- Intimidation
- Manipulation

Cyberbullying

- Social media abuse
- Messaging applications
- Gaming platforms
- Email abuse
- Sharing images without consent
- AI-generated or manipulated content used to target, threaten or humiliate others

Online bullying occurring outside school may still be addressed where it impacts the wellbeing, safety or education of a pupil.

8. Prejudice-Based Bullying

The school has a zero-tolerance approach towards:

- Racist bullying
- Disability-related bullying
- SEND-related bullying
- Homophobic bullying
- Biphobic bullying
- Transphobic bullying
- Sexist bullying
- Faith-based bullying
- Bullying relating to family circumstances, care status or socio-economic background

Such incidents will be investigated thoroughly and may be treated as safeguarding concerns.

9. Child-on-Child Abuse

The school recognises that bullying can be a form of child-on-child abuse.

This may include:

- Physical abuse.

- Emotional abuse.
- Harmful sexual behaviour.
- Sexual harassment.
- Sexual violence.
- Image-based abuse.
- Online abuse.
- Initiation or hazing behaviour.
- Abuse within intimate personal relationships.

Such behaviour will never be dismissed as:

- "Banter"
- "Part of growing up"
- "Boys being boys"

All concerns will be treated seriously and referred to the DSL immediately.

10. Vulnerable Pupils

The school recognises that some pupils may be particularly vulnerable to bullying.

This may include:

- Pupils with SEND.
- Children with Social Workers.
- Looked After Children.
- Previously Looked After Children.
- Young carers.
- Pupils with mental health difficulties.
- Children experiencing domestic abuse.
- Pupils with attendance concerns.
- Children who have experienced trauma or exploitation.

These pupils may require enhanced monitoring and support.

11. Prevention

The school promotes an anti-bullying culture through:

- High-quality RHSE and PSHE education.
- Assemblies.
- Anti-Bullying Week.
- Online safety education.
- Pupil voice activities.

- School Council.
 - Buddy systems.
 - Peer mediators.
 - Positive behaviour strategies.
 - Celebration of diversity and inclusion.
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12. Reporting Bullying

Pupils are encouraged to report concerns immediately to:

- Their class teacher.
- Any trusted adult.
- The Headteacher.
- The DSL or Deputy DSL.
- A buddy or mediator.

Parents should contact the class teacher in the first instance and, if necessary, escalate concerns to the Headteacher.

All reports will be taken seriously.

13. Responding to Bullying

When bullying is reported:

1. Concerns will be investigated promptly.
 2. Children involved will be listened to separately.
 3. Witnesses will be spoken to where appropriate.
 4. Parents will be informed.
 5. Support will be provided to the child affected.
 6. Appropriate consequences will be applied in line with the Behaviour Policy.
 7. Ongoing monitoring will take place.
 8. Safeguarding referrals will be made where required.
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14. Recording and Monitoring

All bullying incidents will be recorded and monitored.

Where safeguarding concerns exist, incidents will be recorded on CPOMS in accordance with the Safeguarding Policy.

Records will include:

- Date and time.
 - Children involved.
 - Nature of incident.
 - Investigation findings.
 - Support provided.
 - Actions taken.
 - Parent communication.
 - Follow-up monitoring.
 - Senior leaders and governors will review patterns and trends to identify any emerging concerns.
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15. Early Help and Safeguarding Referrals

Where bullying suggests wider vulnerabilities or unmet needs, the school may:

- Initiate Early Help.
- Convene Team Around the Family meetings.
- Consult external agencies.
- Refer to Children's Social Care.
- Refer to the Police where appropriate.

Referrals will follow County Durham safeguarding procedures and the school's Safeguarding Policy.

16. Responsibilities

Governors

Governors will:

- Monitor bullying trends.
- Review the effectiveness of this policy annually.
- Ensure compliance with safeguarding requirements.
- Hold leaders to account for implementation.

Headteacher

The Headteacher will:

- Promote a strong anti-bullying culture.
- Ensure incidents are investigated appropriately.
- Monitor recording systems.

- Report significant concerns to governors.

Staff

Staff will:

- Challenge bullying behaviour.
- Record and report concerns.
- Support pupils.
- Follow safeguarding procedures.
- Model respectful behaviour.

Pupils

Pupils will:

- Treat others with respect.
- Report concerns.
- Support those experiencing difficulties.
- Avoid behaviour that may cause harm.

Parents

Parents will:

- Support the school's anti-bullying approach.
 - Encourage children to report concerns.
 - Work in partnership with the school to resolve issues.
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17. Monitoring and Review

This policy will be reviewed annually by the Headteacher and Governing Body.

It will also be reviewed following:

- Significant incidents.
 - Safeguarding concerns.
 - Changes to legislation.
 - Updates to national guidance.
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Linked Policies

- Safeguarding and Child Protection Policy
- Behaviour Policy

- Online Safety Policy
- Equality Policy
- SEND Policy
- RHSE Policy
- Attendance Policy
- Complaints Policy