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## Anti Bullying Policy

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| Person Responsible | Abbie Dellar   |
| First Written      | September 2025 |

| Date For Review | Reviewed     | Signature       |
|-----------------|--------------|-----------------|
| September 2026  | Abbie Dellar | <i>A.Dellar</i> |
| September 2027  |              |                 |
| September 2028  |              |                 |
| September 2029  |              |                 |

All policies are renewed annually. If no change then just signed. If an amendment or full change is required, this is recorded.

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## Christian Ethos Statement

At St Barnabas, our vision is rooted in our values. We believe every child is made in the image of God, valued as unique, and entitled to feel safe, respected, and included.

Bullying in any form is contrary to our Christian ethos, our Belonging Charter, and our responsibility to safeguard children. We are committed to fostering a culture where all can flourish, free from fear or intimidation.

Bullying is behaviour that is deliberate, repeated over time, and intended to hurt, intimidate, or upset another person. It often involves an imbalance of power, where the person being bullied finds it difficult to defend themselves.

Bullying can be physical, verbal, emotional, social, or online.

## Aims

- To make it clear that bullying of any kind will not be tolerated.
  - To create a safe, supportive environment where children feel able to speak up.
  - To ensure that incidents are dealt with consistently, fairly, and restoratively.
  - To involve pupils, staff, parents and governors in preventing and responding to bullying.
  - To help children understand the impact of their actions, restore relationships and build a community of belonging.
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## Definition of Bullying

Bullying is the deliberate, repeated use of power to hurt, frighten, or upset another person.

Bullying may be:

- Physical – hitting, kicking, pushing, taking belongings.
  - Verbal – name-calling, threats, insults, offensive jokes.
  - Relational/Indirect – spreading rumours, excluding others, manipulating friendships.
  - Cyberbullying – online abuse, sharing hurtful messages, images or posts.
  - Prejudice-based – bullying related to race, religion, gender, disability, sexuality, family circumstances, or any other protected characteristic (Equality Act 2010).
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## Prevention

We prevent bullying by:

- Promoting Safe, Ready, Respectful expectations across school.
  - Embedding Christian values of Love, Aspiration and Belonging into curriculum and worships.
  - Teaching respect, empathy, online safety and positive relationships through PSHE, RSHE and RE.
  - Explicit teaching of what bullying is using STOP (several times on purpose).
  - Explicitly teaching and modelling respectful behaviour through our Behaviour Curriculum.
  - Training staff in recognising, recording, and addressing bullying.
  - Encouraging pupil voice through school council, house captains, and worry boxes.
  - Partnering with families and the parish community to reinforce positive behaviour.
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## Reporting Bullying

- Pupils can tell a trusted adult and ask for time to talk or a classroom specific approach.
  - Staff must take all concerns seriously, listen carefully, and report incidents to SLT.
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## Responding to Bullying

When bullying occurs, staff will:

1. **Listen and reassure** the child who has experienced bullying.
  2. **Investigate** thoroughly, speaking to all parties involved.
  3. **Record** the incident on CPOMS.
  4. **Respond restoratively** – supporting children to reflect, take responsibility, and repair harm.
  5. **Support the victim** with ongoing check-ins, ELSA support, time to talk or peer mentoring if appropriate.
  6. **Support the child displaying bullying behaviour** with restorative interventions, behaviour support plans, and where necessary, consequences in line with the Belonging Policy.
  7. **Monitor** over time to ensure the bullying has stopped.
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## Support

- **For children experiencing bullying** – reassurance, ELSA support, time to talk, safe spaces, ongoing monitoring.
  - **For children engaging in bullying behaviour** – behaviour plans, restorative work, parental involvement, support to change.
  - **For families** – Parent Support Advisor available, open communication channels with staff.
  - **For staff** – training in restorative approaches and safeguarding.
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## Roles and Responsibilities

- **All staff:** responsible for preventing, identifying and responding to bullying.
  - **Pupils:** encouraged to be upstanders, not bystanders, and to follow our Belonging Policy.
  - **Parents/carers:** expected to work in partnership with the school to support positive relationships.
  - **SLT and Governors:** monitor the implementation of this policy and evaluate its impact annually.
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## Monitoring and Review

- Bullying incidents are reviewed termly by SLT and reported to governors.
- Trends (e.g. type, time, place) are monitored to inform prevention, this is normally done over a two week period and recorded on CPOMS.
- The policy will be reviewed annually with input from staff, pupils, parents and governors, and in consultation with the Salisbury Diocesan Board of Education where appropriate.

## Where bullying is substantiated following an investigation period of at least two weeks:

- The child who has experienced bullying will be offered a series of Time to Talk sessions or equivalent pastoral support to provide emotional reassurance, promote a sense of safety, and identify any ongoing needs.
- A named trusted adult will be identified for the child to ensure consistent daily support and a clear point of contact.
- The child who has engaged in bullying behaviour will take part in a series of structured sessions to explore the impact of their actions, develop empathy, and learn appropriate strategies for managing conflict and emotions.

- Restorative approaches will be used where appropriate and safe, with the aim of repairing relationships and rebuilding trust.
  - Parents or carers of all children involved will be informed promptly and next steps will be discussed.
  - A behaviour support plan may be put in place for the child who has engaged in bullying behaviour, with clear expectations, support strategies, and review dates.
  - The child who has engaged in bullying behaviour and their parents or carers may be asked to sign a behaviour agreement outlining expectations and consequences should the behaviour continue.
  - Reasonable adjustments will be considered where a child has additional needs or a recognised vulnerability.
  - All actions and outcomes will be recorded in line with safeguarding and behaviour procedures.
  - The situation will be monitored closely, with follow up checks with all parties to ensure the bullying has ceased and that pupils feel safe.
  - Where concerns persist or escalate, further sanctions may be applied in line with the school Belonging Policy and additional support or external agency advice may be sought.
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