



ANTI-BULLYING POLICY

Approved by Full Governors Date: 13th May 2026

Reviewed by: Marcel Penarroja (Headteacher)

Next review due by: 12th May 2026

Policy Statement

At East Meon CoE Primary School we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this

Objectives of this Policy

All governors, teaching and non-teaching staff, pupils and parents should have a clear understanding of what bullying is. All governors and teaching and non-teaching staff should know the school policy on bullying, and follow it when bullying is reported. All pupils and parents should know the school policy on bullying, and what they should do if bullying arises. All of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be; whether the school community is directly or indirectly affected by bullying or not.

What is bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally.

In other words, bullying at East Meon is considered to be, “unacceptable behaviour which occurs ‘lots of times, on purpose’.”

Bullying can be short term or continuous over long periods of time

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, biting, hitting, punching or any use of violence Racial racial taunts, graffiti, gestures
Sexual	Sexual unwanted physical contact or sexually abusive comments
Racial	racial taunts, graffiti, gestures
Homophobic	because of, or focussing on the issue of sexuality
Direct or Indirect verbal name-calling,	sarcasm, spreading rumours, teasing

Cyber bullying	All areas of internet, such as email and internet cha, WhatsApp Twitter, Facebook misuse Mobile threats by text messaging and calls Misuse of associated technology, i.e. camera and video facilities, iPad, games consoles.
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Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons over another.

This can be achieved by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other categories of child abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter.

Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

The Equality Act 2010

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone. <http://www.legislation.gov.uk/ukpga/2010/15/contents>
<https://www.gov.uk/guidance/equality-act-2010-guidance>

Types of discrimination

It is against the law to discriminate against anyone against the following nine **Protected Characteristics**:

1. • Age.
2. • Being or becoming a transsexual person.

3. • Being married or in a civil partnership.
4. • Being pregnant or having a child.
5. • Disability.
6. • Race including colour, nationality, ethnic or national origin.
7. • Religion, belief or lack of religion/belief.
8. • Sex.
9. • Sexual orientation.

<https://www.gov.uk/discrimination-your-rights/types-of-discrimination>

Criminal law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour - or communications - could be a criminal offence. If school staff feel that an offence may have been committed they should seek assistance from the police.

Bullying outside school premises

Teachers have the power to discipline pupils for misbehaving outside the school premises 'to such an extent as is reasonable'. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The Headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed. In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

Cyber-bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

Prevention at East Meon CE Primary School

We aim to create an ethos of good behaviour, where pupils treat one another and the school staff with respect because they know that this is the right way to behave. Our core Christian values of Love, Courage and Hope promote respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others.

Intervention At East Meon CE Primary

We apply disciplinary measures to pupils who bully in order to show clearly that their behaviour is wrong. Disciplinary measures will be applied fairly, consistently and reasonably taking account of any special educational needs or disabilities that the pupils may have and taking into account the needs of vulnerable pupils. We will also consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case the child engaging in bullying may need support themselves.

Dealing with bullying at East Meon CE Primary

- Any child who feels that they are being bullied or harassed should be encouraged to tell an

adult in school as soon as possible.

- If the victimised child is distressed and/or hurt, the first priority is to take them somewhere where they will be safe from any further aggravation and to offer comfort and/or first aid as appropriate.
- Any member of staff to whom an incident of bullying or harassment is reported should make the time to listen to the victimised child(ren) in order to clarify details. Other children involved, including witnesses, should also be questioned. If it is impossible for a member of staff to deal with an incident immediately, they should refer the incident to someone who can deal with it, preferably someone the victimised child knows and trusts. Support staff must pass on all information about incidents reported to them to the child's class teacher. The member of staff who initially deals with the situation should record the incident and any actions that they have undertaken on CPOMS and alert both the DSL and, if appropriate, the class teacher. • Incidents involving any kind of racism should be recorded on the Hampshire Bullying & Racial Incident Record Form by the Headteacher.
- Each incident involving bullying and/or harassment will be evaluated and dealt with individually. Emphasis will be placed on the fact that it is the behaviour that is not acceptable, not the person or persons involved in carrying it out. Sanctions will be applied in accordance with the seriousness of each individual incident. More serious/repeat offences are likely to result in exclusion. In very rare instances, it may be necessary to involve the police. • The parents of both parties should be informed about all incidents where the school is satisfied that bullying and/or harassment has occurred. Antagonists should be made aware of the seriousness of what they have done and the likely sanctions to be applied if the unacceptable behaviour does not stop.
- ELSA support should be made available to both parties involved in more serious incidents and alternative strategies that could be used by both antagonist and victim should be discussed with them in order to avoid the same behaviour patterns recurring in the future. • The class teacher(s) of the children involved will be responsible for monitoring the parties concerned until such time as they are satisfied that the unacceptable behaviour has ceased. • Some children prefer to leave it until they go home before reporting that they have experienced bullying or harassment in school. Parents should be encouraged to report to the school any such incidents and give the school the chance to investigate the incident thoroughly by speaking to all parties. After investigation, the member of staff dealing with the incident should report back on the outcomes to the parents concerned as soon as possible, preferably within 3 working days.
- The school will consider using ABCC charts and/or IBPs (Individual Behaviour Plans) to support the antagonists if this is deemed helpful.

We will also:

- Involve parents to ensure that they are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied. Parents feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child, and they reinforce the value of good behaviour at home. • Involve pupils. All pupils should understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders • Regularly evaluate and update our approach to take account of developments in technology (e.g. cyber-bullying), for instance updating 'acceptable use' policies for computers. • Implement disciplinary sanctions. The consequences of bullying reflect the seriousness of the incident so that others see that bullying is unacceptable.
- Openly discuss differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. Also children with different family situations, such as Looked After Children or those with caring responsibilities. We will teach children that using any prejudice based language is unacceptable.

- Use specific organisations or resources for help with particular problems. Schools can draw on the experience and expertise of anti-bullying organisations with a proven track record and/or specialised expertise in dealing with certain forms of bullying.
- Provide effective staff training. Ensuring that all school staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support.
- Work with the wider community such as the police and Children's Services where bullying is particularly serious or persistent and where a criminal offence may have been committed. • Make it easy for pupils to report bullying so that they are assured that they will be listened to and incidents acted on. Pupils should feel that they can report bullying which may have occurred outside school including cyber-bullying.
- Create an inclusive environment. We will create a safe environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination • Celebrate success. Celebrating success is an important way of creating a positive school ethos around the issue

HELPFUL ORGANISATIONS:

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345 KIDSCAPE

Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222 Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Visit the Kidscape [website www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

<http://www3.hants.gov.uk/childrens-services/childrenandyoungpeople/bullying.htm>

Monitoring Arrangements

This policy will be monitored by the Headteacher. This policy will be reviewed annually in line with relevant statutory guidance.