Public

ANTI-BULLYING POLICY

September 2026

Eureka Primary School

	Date	Minute No.	Review date
Approved by Governors	23/01/2024	16/26.03	Jan 2025
Reviewed by Governors	01/10/2024	22/01.10	Sept 2025
Reviewed by Governors	29/09/2025	23/29.10	Sept 2026
Reviewed by Governors	15/07/2025	16/15.07	July 2026
Reviewed by Governors	28/09/2026	22/29.09	Sept 2027

Version 2 Updated Feb 2018

Anti-Bullying Policy for Schools

This policy is based on DfE guidance '*Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies*' July 2017.

1) Objectives of this Policy

This policy outlines what Eureka Primary School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people, will be tolerated.

At Eureka Primary School we believe that every child and adult in the school should be able to work and learn in a bully-free environment. No one should have to experience bullying of any kind and it is in our care and education to ensure it is not tolerated – we should all feel confident when coming to school that we can spend the day in a friendly place where we all work together to help one another. If bullying does occur (please see definition below), children and adults should feel confident to report the behaviour, enabling the system to be put into place to prevent it from happening again.

Our school is a happy place where we endeavour to ensure we all feel safe, valued and confident to be ourselves; showing kindness, respect, empathy and tolerance towards one another, with equality and diversity at the heart of our community.

2) Our School Community

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents / carers regarding their concerns on bullying and deals promptly with complaints. Parents / carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

At Eureka Primary School, we have engaged with the Anti-Bullying Alliance and earnt the Respect and Well-Being badges. Through the training, we introduced pupil anti-bullying ambassadors, chosen from Upper Key Stage 2, and each class has nominated ambassadors that work with the children throughout the year on whole school anti-bullying activities. Our ambassadors have also received well-being training from Compass Changing Lives.

3) Definition of Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated over a period of time
- Difficult to defend against

Bullying methods may be physical, social or psychological and include:

- Verbal: name calling, taunting, teasing, mocking, making offensive comments, sarcasm, gossiping, mimicking, spreading hurtful and untruthful rumours
- Physical kicking; hitting, pushing, fighting, taking or damaging belongings, stealing money with threats, any use of violence
- Emotional: being unfriendly, excluding, tormenting
- Indirect bullying: spreading hurtful rumours, socially excluding people, sometimes through silent bullying, from groups and activities to hurt and lower their self esteem
- Prejudice-based and discriminatory (racial, faith-based, gendered (sexist), homophobic / biphobic, transphobic, disability-based): taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
- Sexual: explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
- Cyberbullying: bullying that takes place online, sending inappropriate text messaging and email through websites; abuse via social networking sites, chat rooms and Instant Messenger; sending offensive or degrading images by phone or via the internet, and bullying via online gaming

4) Forms of Bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion, culture or beliefs.
- Bullying related to special educational needs and disabilities.
- Bullying related to appearance or physical / mental health conditions.
- Bullying related to sexual orientation or gender identity (homophobic, biphobic or sexual bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology – 'cyberbullying'.

These forms of bullying are not only targeted at an individual, but reflect negative attitudes towards a wider sub-community or group to whom that individual identifies with (or is believed to identify with).

5) Preventing, Identifying and Responding to Bullying

The school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents / carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.

- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support, the Anti-Bullying Ambassadors and Anti-Bullying week.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Actively create 'safe spaces' for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Develop the role of pupils as Anti-Bullying Ambassadors who will be available and known to all pupils to seek advice from and raise concerns with. The Ambassadors will be supported by a member of staff. Opportunities for the Anti-Bullying Ambassadors to work within the classes will be provided and opportunities for the Ambassadors to discuss the prevention of bullying in assemblies will take place throughout the year.
- Each classroom will have a designated space with worry notes and posters and also display who their Anti-Bullying Ambassador is. This will ensure pupils are aware of who to approach for support.
- School will provide an accessible worry box for pupils to access and post worry note in if they have a concern. These will be monitored and addressed by the Anti-Bullying Ambassadors in the first instance. They will then be shared with the designated adult once resolved or if further support is needed.
- Celebrate success and achievements to promote and build a positive school ethos.

6) Dealing with Incidents

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear and precise account of the incident will be recorded and given to the Headteacher and / or Designated Lead.
- The Headteacher / Designated Lead will interview all concerned and will record the incident.
- Teachers will be kept informed.
- When responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy.
- Parents / carers will be kept informed.

- Sanctions will be used as appropriate and in consultation with all parties concerned.
- If necessary and appropriate, the police or other local services will be consulted.

Supporting Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Reassuring the pupil and providing continuous support.
- Restoring self-esteem and confidence.
- Working with the wider community and local / national organisations to provide further or specialist advice and guidance.

Pupils who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change.
- Informing parents / carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support.
- If online, requesting content be removed and reporting account / content to service provider.
- Sanctioning in line with school behaviour policy. This may include official warnings, detentions, removal of privileges, fixed-term and permanent exclusions.
- Speaking with police or local services.

Supporting Adults

Adults (staff and parents / carers) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the Designed Lead and / or a senior member of staff / Headteacher.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the school's behaviour and discipline policy.
- Reassuring and offering appropriate support.
- Working with the wider community and local / national organisations to provide further or specialist advice and guidance.

Adults (staff and parents / carers) who have bullied will be helped by:

- Discussing what happened with a senior member of staff and establishing the concern.
- Clarifying the schools official procedures for complaints or concerns.
- If online, requesting content be removed and reporting account / content to service provider.
- Instigating disciplinary, civil or legal action.

7) Involvement of Pupils

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of help lines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.
- Develop the pupils own peer advocates through the Anti-Bullying Alliance and have designated pupils as Anti-Bullying Ambassadors.

8) Liaison with Parents / Carers

We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents / carers in a variety of formats.
- Ensure that all parents / carers know who to contact if they are worried about bullying.
- Ensure all parents / carers know about our complaints procedure and how to use it effectively.
- Ensure all parents / carers know where to access independent advice about bullying.
- Work with all parents / carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents / carers work with the school to role model positive behaviour for pupils, both on and offline.

9) Links with other School Policies and Practices

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour policy
- Complaints Policy
- Safeguarding and Child Protection policies
- Confidentiality Policy
- Online Safety and Acceptable Use Policies (AUPs)
- Curriculum Policies such as PSHE and citizenship and computing
- Mobile phone and social media policies
- Searching and confiscation

10) Links to Legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- The Education and Inspection Act 2006
- DfE (Independent School Standards) (England) Regulations 2014
- The Equality Act 2010
- Power to tackle poor Behaviour Outside School

11) Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy.
- Parents / carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

The named Governor with lead responsibility for this policy is: **MISS G BRADLEY (VICE CHAIR OF GOVERNORS)**

The named member of staff with lead responsibility for this policy is: **MISS C HURT (HEADTEACHER)**

12) Monitoring & Review, Policy into Practice

This policy was approved by the Governing Body in: **January 2024**

This policy was monitored and reviewed on: **September 2025**

The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying and outcomes. The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's action planning.

Signed: _____ Chair of Governors Date: _____

Signed: _____ Headteacher Date: _____

Is it BULLYING?

When someone says or does something ***unintentionally hurtful*** and they do it ***once***, that's **RUDE**!

When someone says or does something ***intentionally hurtful*** and they do it ***once***, that's **MEAN**!

When someone says or does something ***intentionally hurtful*** and they ***keep doing it***, even when you ask them to stop or show them that you're upset, that's **BULLYING**!



AT EUREKA PRIMARY SCHOOL, WE DO NOT TOLERATE BULLYING!



unintentionally = by accident / not on purpose
intentionally = choose to do it / on purpose
tolerate = accept / allow to happen

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Specialist Organisations

The following organisations provide support for schools and parents dealing with specific bullying issues including the social, mental or emotional affects caused by bullying.

The Anti-Bullying Alliance (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.
The ABA has also put together a fact sheet outlining the range of support that is available to schools and young people from the anti-bullying sector which can be accessed here.

The Diana Award: Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.

Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

The BIG Award: The Bullying Intervention Group (BIG) offer a national scheme and award for schools to tackle bullying effectively.

Restorative Justice Council: Includes best practice guidance for practitioners 2011.

Cyber-Bullying and Online Safety

ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves. Website specifically includes new cyberbullying guidance and a practical PSHE toolkit for schools.

Digizen: provides online safety information for educators, parents, carers and young people.

Internet Matters: provides help to keep children safe in the digital world.

Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.

The UK Council for Child Internet Safety (UKCCIS) has produced a range of resources for schools, colleges and parents about how to keep children safe online, this includesadvice for schools and colleges on responding to incidents of ‘sexting.’

LGBT

Barnardos: through its LGBTQ Hub, offers guidance to young people, parents and teachers on how to support LGBT students and tackle LGBT prejudice-based bullying

EACH: (Educational Action Challenging Homophobia): provides a national freephone Actionline for targets of homophobic or transphobic bullying and training to schools on sexual orientation, gender identity matters and cyberhomophobia.

Metro Charity: an equality and diversity charity, providing health, community and youth services across London, the South East, national and international projects. Metro works with anyone experiencing issues related to gender, sexuality, diversity or identity

Proud Trust: helps young people empower themselves to make a positive change for themselves and their communities through youth groups, peer support, delivering of training and events, campaigns, undertaking research and creating resources.

Schools Out: Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education.

Stonewall: An LGB equality organisation with considerable expertise in LGB bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers.

SEND

Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people.

Changing Faces: Provide online resources and training to schools on bullying because of physical difference.

Cyberbullying and children and young people with SEN and disabilities: Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying practice.

Anti-bullying Alliance SEND programme of resources: Advice provided by the Anti-bullying Alliance for school staff and parents on issues related to SEND and bullying.

Information, Advice and Support Service Network: Every Local area has an information, advice and support service, providing information, advice and support to disabled children and young people, and those with SEN, and their parents.

Mental health

MindEd: Provides a free online training tool for adults that is also available to schools. It can be used to help school staff learn more about children and young peoples mental health problems. It provides simple, clear guidance on mental health and includes information on identifying, understanding and supporting children who are bullied.

PSHE Association – guidance and lesson plans on improving the teaching of mental health issues

Race, Religion and Nationality

Anne Frank Trust: Runs a schools project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.

Educate Against Hate: provides teachers, parents and school leaders practical advice and information on protecting children from extremism and radicalisation.

Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism.

Kick It Out: Uses the appeal of football to educate young people about racism and provide education packs for schools.

Tell MAMA: Measuring Anti-Muslim Attacks (MAMA) allows people from across England to report any form of Anti-Muslim abuse, MAMA can also refer victims for support through partner agencies.

Anti-Muslim Hatred Working Group: Independent members of this group are representatives from the Muslim community and will assist and advice on all relevant issues.

Please note that internal servers may block access to some of these sites. Schools wishing to access these materials may need to adjust their settings

Sexual Harrassment and Sexual Bullying

Ending Violence Against Women and Girls (EVAW): A Guide for Schools. This guide from the End Violence Against Women Coalition sets out the different forms of abuse to support education staff to understand violence and abuse of girls, warning signs to look for, and how to get your whole school working towards preventing abuse.

Disrespect No Body: a Home Office led campaign which helps young people understand what a healthy relationship is. This website includes teaching materials to be used in the classroom.

Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying.