

MALVERN PARISH CE PRIMARY SCHOOL

‘LEARNING TOGETHER FOR AN EXCITING FUTURE’



ANTI-BULLYING POLICY

LAB Approval:

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Review Date:

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Member of Staff Responsible:

Name: Martha Worthington



Malvern Parish CE Primary School

‘Learning Together for an Exciting Future’

At Malvern Parish our vision is for all children and adults to become aware of their God given gifts so they can flourish as individuals, achieve academically and build firm foundations for the future.

This vision is deeply rooted in strong Christian tradition and based upon:

“I have come that they may have life and have it to the full”. John 10.10

“For I know the plans I have for you,” declares the LORD, “plans to prosper you and not to harm you, plans to give you hope and a future.” Jeremiah 29.11

We seek to develop our vision through our Christian values of Friendship, Respect, Trust, Peace, Truthfulness and Forgiveness and live out these values in every part of school life.



Anti Bullying Whole School Approach

At Malvern Parish Primary School, we are committed to providing a caring, safe environment for all our children, staff and families. Our Christian vision, which recognises the importance of caring for one another so that everyone can flourish, underpins the rights of everyone at school to be safe and happy and the responsibility that all children and staff share to create a happy and safe community at our school.

Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell an adult and know that incidents will be dealt with promptly, severely and effectively. This means that anyone who knows that bullying is happening is expected to inform a member of staff.

Equality and Diversity Statement

At Malvern Parish CofE Primary School we promote equality of opportunity. We promote positive attitudes and encourage active participation of all stakeholders regardless of race, gender, disability, age, religion, belief and sexuality.

In so doing we strive to eliminate any unlawful discrimination or harassment of any group and where any such harassment is found appropriate action will be taken immediately.

What is bullying?

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It is persistent repeated and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim.

Bullying can be, but not limited to:

- Emotional: Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- Physical: Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- Racist: racial taunts, graffiti, gestures
- Sexual: Unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on, the issue of sexuality. Homophobic, bi-phobic and transphobic (HBT) bullying is unacceptable
- Verbal: name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- Cyber: All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

Creating an anti-bullying climate in school

Our school's Christian vision of flourishing for all means that we are all part of a community where everyone cares for each other. Our Behaviour Policy also explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

We also draw on the school's Curriculum, especially in PSHE lessons, to promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy.
- Increase understanding for victims and help build an anti-bullying ethos.
- Teach pupils how constructively to manage their relationships with others.

Circle Time, worship, role- plays and stories are used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents.

Signs and Symptoms

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

- is frightened of walking to or from their school
- doesn't want to go into vulnerable areas of the school i.e. toilets, library, dinner hall
- is unwilling to go to school
- becomes withdrawn, anxious, or lacking
- changes in behaviours

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures for reporting and responding to bullying incidents

They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. All cases of bullying will be recorded by staff on CPOMS labelled with the category of 'bullying'. The Headteacher and DSL will be alerted to any entry on CPOMS labelled 'bullying'.
3. Staff will make sure the victim(s) is and feels safe.
4. Appropriate advice will be given to help the victim(s).
5. Staff will listen and speak to all children involved about the incident separately.
6. The problem will be identified and possible solutions suggested.
7. Staff will attempt to adopt a problem-solving approach which will move children on from them having to justify their behaviour.
8. Appropriate action will be taken quickly to end the bullying behaviour or stop threats of bullying.
9. Staff will reinforce to the bully that their behaviour is unacceptable.
10. If possible, the pupils will be reconciled.
11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
12. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
13. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
14. Bullying incidents will be discussed regularly at staff meetings.

Possible Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences such as those in our behaviour policy may take place.

Support may also be given to the child who has been bullied or those taking part in bullying for instance:

- Assertive training
- Counselling (Mentor, Learning Manager, SLT, other)
- Use of home / school communication books
- Involvement of external agencies
- Monitoring by Mentor/Learning Manager
- Peer support/peer mentoring
- Formal recording (racism/homophobia)
- Use of behaviour contract

- Liaison with parent/carer/social worker
- In serious cases, suspension or even exclusion will be considered

After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.