

Anti-Bullying Policy

Head Teacher: Joanne Bruce-Carter

Chair of Governors: David Lovelock



Tadley Primary School
Learning for Life

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Our Vision

At Tadley Community Primary School, we are passionate about equipping our children with the personal characteristics and educational outcomes for their successful futures. Our vision for each child is to develop an active curiosity of their world, discover their own interests and talents, and grow in their own confidence and love of learning. We do this by providing children with an irresistible invitation to learn through our knowledge-rich and diverse curriculum.

Learning for Life the Tadley Way!

Pride, Kindness, Diversity and Community

Our values

Our values of Pride, Kindness, Diversity and Community underpin everything we do at Tadley Community Primary School. Therefore, it is important to us that we celebrate our differences and we are a fully inclusive school – welcoming children and adults from all backgrounds, beliefs, cultures and circumstances. We want all our children to feel safe, loved and valued. That is why we passionately believe every child and adult in our school community is important and special to us and we always prioritise building strong relationships with everyone involved in our school.

Tadley Community Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the headteacher. A clear account of the incident will be recorded. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others. In Tadley Community Primary School, our definition of bullying is: "The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"

There are five main types of bullying:

Verbal bullying is saying or writing mean things. Verbal bullying includes:

- Teasing

- Name-calling
- Inappropriate sexual comments
- Taunting
- Threatening to cause harm
- Sexist, racist, homophobic and disablist comments

Social bullying (sometimes referred to as relational bullying) involves hurting someone's reputation or relationships. Social bullying includes:

- Leaving someone out on purpose
- Telling other children not to be friends with someone
- Spreading rumours about someone
- Embarrassing someone in public, displaying or sharing pornographic, classist, disablist, homophobic, racist or sexist material.
- Sharing personal information
- Passing notes about others
- Making or distributing harmful digital content

Physical bullying involves hurting a person's body or possessions. Physical bullying includes:

- Hitting / kicking / pinching
- Spitting
- Tripping / pushing
- Taking or breaking someone's things (including hiding belongings)
- Making mean or rude hand gestures
- Sexual assault

Indirect bullying involves not doing or saying anything direct to the target:

- Sly and underhand gestures or comments
- Comments behind the target's back
- Rumour spreading
- Getting others to bully on their behalf

Cyber bullying involves using an electronic platform such as:

- Using any form of electronic means
- Mobile phones
- Social networks
- Gaming
- Chat rooms
- Forums
- Apps

Cyber bullying can take many forms and can go even further than face-to-face bullying by targeting out of school time, activities and life, and can target more than one person. It can also take place across age groups and target students, staff and others, and may take place inside school, within the wider community, at home or when travelling. It can sometimes draw bystanders into being accessories.

Cyberbullying can include the following:

- Threatening, intimidating, explicit, or upsetting text messages
 - Threatening, explicit, or embarrassing pictures and video clips
 - Disclosure of private sexual photographs or videos with the intent to cause distress
 - Silent or abusive phone calls
 - Using the victim's phone, email or social media profiles to harass others, to make them think the victim is responsible
 - Threatening or bullying emails, potentially sent using a pseudonym or someone else's name
 - Menacing or upsetting responses and / or messages to someone in a chatroom or messaging service
 - Unpleasant or defamatory information posted to blogs, personal websites and social networking sites, e.g. Facebook
- The above list is not exhaustive, and cyberbullying may take other forms.

All members of staff will receive training on a regular basis on the signs of cyberbullying, in order to identify students who may be experiencing issues and intervene effectively.

Staff will also be alert to the following signs which may indicate that a student is cyberbullying others:

- Avoiding using the computer or turning off the screen when someone is near
- Acting in a secretive manner when using the computer
- Wanting to spend excessive amounts of time on the computer or mobile phone
- Becoming upset or angry when the computer or mobile phone is taken away

Under the Equality Act 2010 it is against the law to discriminate against anyone because of: age, being or becoming a transsexual person, disability, race including colour, nationality, ethnic or national origin religion, belief or lack of religion/belief, sex and sexual orientation.

A 'hate incident' is any occurrence that is perceived by the victim, or any other person to be one of the following:

- racist
- homophobic
- transphobic (discrimination against transsexual or transgender people)
- due to a person's religion, beliefs, gender identity or disability

This is not only limited to a personal attack. Name calling, violence, property attacks such as graffiti, verbal attacks and abusive messages either by phone, mail or via the internet can also be seen as hate incidents. All such incidents must be reported and recorded appropriately.

Bullying can be driven by prejudice or fear of difference. It can be linked to:

- Race, religion or culture
- Gender/gender identity
- Sexual orientation
- Disability or special need
- Long term illness
- Appearance
- Family arrangements

- Any protected characteristic within the Equality Act 2010

These types of bullying are singling someone out because of their identity. When doing so, a bully may use any of the forms described above but in this list we are looking at intention, prejudice and discrimination.

Principles

- All allegations of bullying will be carefully investigated
- Pupils, parents and staff will be encouraged to talk openly about the issue
- As part of the curriculum, greater understanding of bullying in all its forms will be developed, this includes teaching children about the Equality Act 2010 and protected characteristics.
- Children will be taught strategies to help them deal with bullying situations which they may encounter within school or the wider community
- Staff will respond fairly and consistently to allegations or incidents of bullying

It is our aim that children and adults in our school should be part of a caring community. There should be opportunities for them to develop socially, morally and academically, free from the stress of bullying. In order to achieve this:

Children will need to:

- understand what bullying is
- understand that bullying can take different forms
- know that bullying behaviour is unacceptable
- know that bullying is a disciplinary matter
- treat others with respect

All adults in school 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.
- promote an understanding of what constitutes bullying through the Personal, Social & Health Education (PSHE), RSE curriculum; using class and school assemblies, displays, etc.
- provide a framework of agreed behaviours on a class basis by involving children in the development of class rules
- support and guide children who are being bullied, or who are bullying others through individual counselling and, where appropriate the use of the school disciplinary procedure
- encourage children to talk to adults in school about bullying
- treat all incidents of bullying seriously, and in accordance with the guidelines issued to staff
- adhere to the schools' disciplinary and bullying policies and procedures, and ensure that new staff are given these guidelines as part of their induction programme
- Train all staff to identify all forms of bullying, follow the school policy and procedures.

Parents/carers will:

- To work with the school to role model positive behaviours for pupils including online behaviour.
- To address concerns about bullying with a member of staff.
- To support the school in order to tackle any form of bullying.
- Respond to requests from the school to provide feedback on the anti-bullying policy and procedures.

The school will monitor incidents of bullying in the following ways:

- keep records of bullying incidents
- follow up discussions with parties involved
- report regularly to the Governing Body

Anti - Bullying Policy Guidelines

- The policy on bullying will be given to all staff in school
- Class teachers will discuss and agree a set of class rules with the children at the start of each year. Bullying will be specifically mentioned and the rules will be displayed in the classroom and referred to throughout the year
- Anti-bullying approaches will be promoted throughout the school year to raise awareness
- Anti Bullying Week will be included in the curriculum

Children:

- are encouraged to tell an adult in school or at home if they are being bullied
- will be helped to understand the term 'bullying' and be able to differentiate bullying from friendship difficulties
- understand they have a right to attend school free from intimidation and bullying behaviours
- can tell the school council class representative if they feel there is a problem about bullying
- need to understand that adults can only take action if they have been made aware that there is a problem

All staff will address bullying by:

- listening to children who complain of bullying, treating the matter seriously and acknowledging the child's feelings
- following the guidance within the Anti-Bullying policy
- observing children's behaviour
- investigating the problem or incident
- dealing with the problem – using problem solving approaches, individual counselling, and the schools' disciplinary procedure when appropriate
- referring the problem to the Deputy/Headteacher

Procedures:

- ask the child to recount incidents against them - notes will be made and uploaded to CPOMS
- parents should be advised that they will be contacted to discuss the outcomes of the discussions that take place
- contact will be maintained in subsequent weeks to ensure that the situation has been resolved and there are no ongoing issues

The Headteacher or Deputy Headteacher will:

- ensure parents/carers of the children involved have been contacted to discuss the issue and to agree on a way forward
- ensure children feel safe in school and free from intimidation

Volunteers should address bullying by:

- listening to children carefully and acknowledging the child's feelings
- referring the problem to the child's class teacher or another member of staff
- referring the matter to another member of staff if they feel the incident or complaint has not been resolved

Bullying will not be tolerated and is unacceptable in all its forms. We make our position clear, anyone found to be bullying another member of our community will incur sanctions, up to and including permanently excluding a child, relative to the seriousness of their behaviour.

Sanctions:

- individual circumstances will determine the precise arrangements to be made
- appropriate sanctions will be used where there has been a breach of our agreed code of conduct. Sanctions available are outlined in the school Behaviour Policy
- support will be given to children involved

Monitoring

- the Safeguarding Governor will meet termly with the Headteacher to review any incident of bullying
- findings will be reported to the full governing body

Adults

The school recognises that adults can be victims of bullying. Adults should seek support from another adult they trust, and approach a senior member of staff who is not involved in the bullying.

This policy links with our Behaviour and relationship policy and safeguarding policy.

HELP ORGANISATIONS

- ChildLine 0800 1111
- Advisory Centre for Education (ACE) 0808 800 5793
- 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
- KIDSCAPE website www.kidscape.org.uk
- Samaritans 08457 90 90 90 Email: jo@samaritans.org