



Moreton Church of England Primary School



Anti-Bullying Policy

Reviewed: N Batt, Headteacher

Date: Autumn 2025

Agreed by Governors (Date):

Signed (CoG):



Moreton Church of England Primary School

'Growing Together in Faith, Knowledge and Love'



Moreton Church of England Primary School is a Christian community where the teachings of Jesus are used to support and guide everything we do and where we share God's love for us. Our relationships with others are based on mutual respect and consideration for others and underpinned by Christian values. We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community – *'There is a place for everyone here'*.

At Moreton, we recognise the right of every child to learn in a safe and secure environment. We are determined to promote pro-social behaviour through our school values and develop a school ethos where anti-social behaviour, including bullying behaviour, is regarded as unacceptable. We aim to develop an environment in which all members of the Moreton school community are valued and are encouraged to treat everyone with kindness and respect. We aim to ensure all members of our community are curious about instances where bullying may be occurring so that it is dealt with efficiently and effectively.

We recognise that bullying can be emotionally harmful and can cause severe and adverse effects on children's emotional development.

Bullying is recognised by Moreton as being a form of child-on-child harmful behaviour

- Harmful behaviour should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".
- We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.
- All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

Moreton's approach to anti-bullying and the contents of this policy are founded in the guidance provided in the legislation below, linked school policies and the information developed by the [Anti-Bullying Alliance](#).

Legislation linked to this policy:

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 2004
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986.

Statutory Guidance Linked to this Policy:

- Keeping Children Safe in Education, 2025
- Working together to Safeguard Children, 2023



This policy is closely linked with our:

- Behaviour and Relationships Policy
- Equality Information and Diversity Policy
- Child Protection Policy
- E-Safety and Internet Policy (including acceptable use)
- School's Vision, Aims and Values.
- Curriculum policies such as PSHE/RSE Policy
- SEND Policy

This permeates all aspects of school life, helping to reduce the incidence of bullying.

Aims and purpose of the policy

- ❖ To ensure a safe and supportive environment free from threat, harassment, discrimination or any type of bullying behaviour;
- ❖ To communicate how we will create an environment where all are treated with dignity, kindness and respect and where all members of the school community understand that bullying is not acceptable;
- ❖ To communicate how we will create a culture so that all pupils can thrive and flourish;
- ❖ To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur;
- ❖ To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment;
- ❖ To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

Definition of Bullying

There is no universally accepted definition of bullying and at times parents/carers can get confused between what is bullying and what is a friendship fall out or relational conflict between children.

Relational conflict can be:

- ❖ Happens occasionally
- ❖ Accidental
- ❖ Equal power between 2 people
- ❖ Remorseful
- ❖ Effort to solve a problem

Bullying is considered to be hurtful, unkind or threatening behaviour (either physical or emotional) which is deliberate and repeated. At Moreton we have adopted the ECC definition of bullying which is that "bullying is any behaviour which is perceived by the targeted individual or any other person, as intending to hurt, intimidate, frighten, harm or exclude. It is usually persistent and an abuse of power, leaving the targeted individual feeling defenceless." Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and our secure and happy environment.



Moreton Church of England Primary School



Moreton C of E Primary School defines the term repetitive as three separate occasions where a behaviour or action has occurred within a reasonable timeframe. A reasonable timeframe may be the same academic year or calendar year. Teachers and school staff will use their professional judgment to determine if this threshold has been met.

An imbalance of power is any situation where a person or group of people feel they have power of others. This may occur due to the size of a group, stature of the person in terms of size or age or it could be due to the SEND of another person meaning there are communication or understanding difficulties. This imbalance of power is then possibly used to negatively impact another person or group of people.

The nature of bullying can be:

- ❖ Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- ❖ Verbal (e.g. name calling, ridicule, comments, sexual or racial comments)
- ❖ Cyber (e.g. messaging, social media, email)
- ❖ Emotional/indirect/segregation (e.g. excluding someone, spreading rumours, persistent staring/looking)
- ❖ Prejudice based (e.g.. driven by negative attitudes towards a group of people/victim because of differences)
- ❖ Directed towards other's physical or mental health conditions
- ❖ Sexualised/harassment
- ❖ Visual/written (e.g. graffiti, gestures)
- ❖ Damage to personal property
- ❖ Threat with a weapon
- ❖ Theft or extortion

Cyber- bullying is the most rapidly increasing form of bullying. Cyber-bullying can be defined as an aggressive, intentional act, carried out by a group or individual, using electronic forms of contact, repeatedly and over time against a victim who cannot easily defend themselves. This can include bullying through text message, picture / video clip (via mobile phone cameras), phone call, email, chat-room, through instant messaging and bullying via websites or social media.

Bullying can be based on any of the following things:

- ❖ Race (racist bullying)
- ❖ Sexual orientation (homophobic or biphobic)
- ❖ Special educational needs (SEN) or disability
- ❖ Culture or class
- ❖ Gender identity (transphobic)
- ❖ Gender (sexist bullying)
- ❖ Appearance or health conditions
- ❖ Religion or belief
- ❖ Related to home or other personal circumstances

All staff in our school are alert to signs of bullying and will act promptly and firmly against it in accordance with school policy.



Moreton Church of England Primary School

Statutory Duty of Schools



The Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Responsibilities for raising concerns or reporting bullying

Staff – All school staff have a responsibility to educate our children about bullying, to be vigilant to signs and symptoms of bullying in their daily work with children, to take any suggestions of bullying seriously and to treat all involved sensitively and to ensure details are recorded and reported to a senior member of staff if necessary. When a meeting occurs, there should be a shared, explicit understanding and expression of the terminology in this policy.

Senior Leaders and the Headteacher have overall responsibility for ensuring that the Anti-Bullying policy is followed by all members of schools staff and that the school upholds its duty to promote the safety and wellbeing of all young people.

Parents and carers have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying. We also expect parents and carers to support the school if their child has been responsible for bullying behaviour. Concerns should initially be reported to the class teacher who will then take responsibility for following our Anti-Bullying Policy.

Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it.

Responding to bullying

Please note the school does not treat a report of bullying as fact until information has been gathered to corroborate the report.

When bullying has been reported, the following actions will be taken:

- ❖ Staff will record the bullying using the school's format, Appendix 2, through an online reporting on CPOMs
- ❖ A named member of staff will lead on the anti-bullying issue. At Moreton, this is the Headteacher or Deputy Headteacher;
- ❖ The alleged incident/s will be investigated fully to ascertain if it is substantiated;
- ❖ They will monitor and information recorded and will support school staff to manage the incident;
- ❖ Termly reports will be produced summarising the information which will be reported to the governing body;
- ❖ Support will be offered to the target of the bullying from their class teacher, a member of our SEND/LSA Team or a buddy if appropriate. We will always try to use a restorative approach between the bullied child and the bully;
- ❖ Staff will proactively respond to the bully who may require support following the incident;
- ❖ Parents / carers of the alleged bully and the pupil who has reported the incident/s will be informed. They will be called by phone to discuss the incident/s and invited in for a meeting to discuss the matter;



- ❖ Staff will encourage parents and carers to be involved;
- ❖ Parents / carers will be updated in line with the agreed monitoring period e.g.. weekly
- ❖ Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.
- ❖ If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, or Essex County Council Children's Services or Early Help if a child is felt to be at risk of significant harm.

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on our school online safeguarding system. Follow up actions and consequences, if appropriate, will be taken for pupils and staff found using any such language. Further information can be found in our Child on Child/Harmful Sexual Behaviour policy.

Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. Examples of this are racist comments or comments about gender, culture, appearance or disability. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored, with the Headteacher regularly reporting incidents to the Governing Body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti bullying interventions.

Tackling confirmed Bullying and Hurtful Behaviour

Pupils who have been bullied will be supported by a variety of approaches which may include:

- Reassuring the pupil and providing immediate pastoral support
- Offering an immediate opportunity to discuss the experience with their teacher, the Anti-bullying lead, or an adult they feel safe talking to
- Being advised to keep a record of the bullying as evidence and discuss how to respond to any further concerns
- Working towards restoring self-esteem and confidence.
- Providing ongoing support. This may include working and speaking with staff and engaging with parents and carers
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Integrated Children Services or support through the Child and Adolescent Mental Health Service (CAMHS)



Pupils who have perpetrated bullying will be helped by a variety of approaches which may include:

- Discussing what happened, 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 regarding their behaviour or actions – this may be approached in a whole-class or individual manner
- If online, requesting that content be removed and reporting accounts/content to service provider
- Following actions as set out in the school's Behaviour Policy
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or this could include support through Early Help or Integrated Children Services or support through the Child and Adolescent Mental Health Service (CAMHS)

Returning Behaviours

Moreton C of E Primary School understands that it is possible for behaviours to return at a later date. The school encourages parents to maintain respectful contact with their child's class teacher to ensure that the situation is monitored both at home and in school.

The school takes steps to ensure situations do not repeat including but not limited to:

- Monitoring interactions between parties involved
- Maintaining effective communication so that pupils have ways of reporting incidents
- Maintaining positive relationships with families
- Adaptive seating within the classroom
- Directing children towards specific friendship possibilities
- Use of class assemblies to highlight behaviours
- Use of PSHE lessons to teach positive behaviours
- Use of Protective Behaviours in collective worship to empower pupils and encourage them to speak out
- Use of our behaviour curriculum to teach positive behaviours

Where behaviours do return, Moreton C of E Primary School encourages pupils and parents to discuss this with the class teacher at the earliest opportunity. This allows for the following actions to occur:

- The Anti-bullying lead informed at the earliest opportunity
- Further educational consequences to be considered and implemented
- Further communication with the perpetrator's parent/carer
- Action to be taken in line with our school behaviour policy

Escalating matters

If a parent is concerned that bullying is not being addressed in accordance with this policy they are advised to follow our concerns and complaint procedures.



School strategies to prevent and tackle bullying

Staff training takes place regularly to ensure that all members of the school community understand what constitutes bullying and are aware of signs that bullying might be taking place. This training also includes regular safeguarding updates on 'Keeping Children Safe In Education' (KCSIE, 2025). Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum.

We use a range of measures to prevent and tackle bullying:

- ❖ Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- ❖ Regular training for staff on current online trends through Safeguarding updates, CEOP or Digital Safety online
- ❖ High profile of anti-bullying through use of posters, regular assemblies, celebration events of key events such as Pride and Black History Month, integrating themes into lessons and engaging with external agencies or speakers to deliver the message in engaging ways;
- ❖ National 'Anti-Bullying Week' held to raise further awareness;
- ❖ Promotion of 'THINK' (T – is it true? H – is it helpful? I – is it inspiring? N – is it necessary? K – is it kind?);
- ❖ We use a pupil-friendly Anti-Bullying code to ensure that all pupils understand the policy and know how to report bullying. This is attached at the end of the policy and is displayed in every classroom
- ❖ Our House captains act as support mentors and ambassadors for anti-bullying;
- ❖ Pastoral support on morning gate and in nurture during lunchtimes to check how pupils are and to alert teachers if they notice anything that may be useful;
- ❖ Our PSHE programme of study includes half-termly opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes units or themes such as Anti-Racist RE for pupils to learn to value themselves, value others and appreciate and respect difference;
- ❖ Worry box to enable staff to identify and resolve any concerns swiftly;
- ❖ Collective Worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying. Our celebrate and success assembly at the end of the week promotes living out Christian values including kindness and friendship;
- ❖ Through a variety of planned activities and time across the curriculum, pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions;
- ❖ In class, regular opportunities are taken to discuss issues that may arise in school and for teachers to target specific interventions;
- ❖ Stereotypes are challenged by staff and pupils across the school. We actively promote diversity within our groupings e.g.. girls playing rugby or boys taking part in dance routines;
- ❖ Peer-mentoring can offer support for both the mentor and the child they are mentoring.
- ❖ Our restorative justice approach provides support to targets of bullying and those who show bullying behaviour;
- ❖ Pupils are continually involved in developing school-wide anti-bullying initiatives through our assemblies and buddy system;
- ❖ Early meetings with parents who are concerned their child might be being bullied;
- ❖ We work with parents and carers, and in partnership with community organisations where appropriate, to tackle bullying.



Training

The Headteacher is responsible for ensuring that all school staff (including teachers, HLTAs, LSA, admin and catering staff and midday supervisors) receive regular training on all aspects of the anti-bullying policy.

Monitoring the Policy

The Headteacher and Deputy Headteacher are responsible for monitoring the policy on a day-to-day basis. The Headteacher and Deputy Headteacher are responsible for monitoring and analysing the recorded data on bullying.

Evaluating and reviewing

The Headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed.

The policy will be reviewed every **2 years**, in consultation with the whole school community including staff, pupils, parents, carers and governors.



Moreton Church of England Primary School Useful Links and Supporting Organisations



The following links may provide additional support to children, staff or families

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Young Minds: www.youngminds.org.uk
- Childnet: www.childnet.com • DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tacklingbullying • DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tacklingbullying
- Changing Faces: www.changingfaces.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sendisability
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk
- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: [Sexual and sexist bullying \(anti-bullyingalliance.org.uk\)](http://www.anti-bullyingalliance.org.uk)
- Childnet Project DeShame (Online Sexual Harassment and Bullying): www.childnet.com/our-projects/project-desham



ANTI-BULLYING CODE

Being a 'telling school' forms the basis of our anti-bullying code. Involving bystanders is a very important aspect of tackling bullying because there are always people who know what is going on. It means that even if the bullying target is too afraid to tell a teacher, all the bystanders know that it is their duty to do so. The anti-bullying code which is attached is used in conjunction with the anti-bullying policy. The code is displayed in all classrooms and discussed with our pupils regularly.

Our Learning Mentor team are able to facilitate support groups if necessary to support incidents of bullying, working with all children involved. Our 'Buddies' do a lot of work around the school and one of their roles is to help us in our anti-bullying campaign. Older pupils understand how to care for younger pupils who are unhappy. These helpers offer support to the younger pupils and report any difficulties to a member of staff who can then intervene.

Circle time and SMART thinking is linked to our curriculum for Personal, social, health and citizenship education (PSHE) – structured lessons are taught which encourage the pupils to take a responsible and caring attitude towards each other. If held regularly, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

Please read our Behaviour and Relationships Policy in conjunction with this document.

Date of Last review: Autumn 2025

Headteacher signed: _____

Date: _____

Chair of governors signed: _____

Date: _____



Moreton's Anti-Bullying Code

Action against bullying

We believe that bullying behaviour is totally unacceptable.

Bullying behaviour can be one or some of these things that happen often:

Hurting Name Calling Being Threatened Being called names because of our faith, skin colour or disability

Things being hidden, stolen or broken

Sending inappropriate messages on a mobile phone or computer

Bullying can happen face to face or online

If you feel that you are being bullied

TELL SOMEONE

You can tell:

- ✓ Your class teacher
- ✓ Mrs Batt Headteacher
- ✓ Any other member of staff
- ✓ A friend
- ✓ A family member

HELP YOURSELF

- ✓ By ignoring comments
- ✓ Walk away
- ✓ Do not react

BUT ALWAYS **TELL**

If the bullying persists **TELL AGAIN**

You can help others by:

- ✓ Always reporting bullying behaviour
- ✓ Do not join in bullying behaviour (Remember those who take sides with a bully are as bad as the bully themselves)

We want Moreton School to be bully free. Everyone has a part to play in this.



STAFF ACTION

If you suspect a child is being bullied, or you have an incident reported to you:

- ❖ Talk to the child about it
- ❖ Listen
- ❖ Offer support
- ❖ Do not ignore it
- ❖ Enter the incident on an Incident Form

Ensure that the child's class teacher knows (both victim and child exhibiting bullying behaviour).

Make it clear to the child that his/her behaviour is unacceptable but remain calm.

Make it clear to the victim that the school can help, and that they will be supported.

Reassure the child that it is not their fault they are being bullied. Reassure the child that he/she was right to tell. If the child who bullied gets into trouble it is his/her responsibility, and NEVER the fault of the child who complained.

Continue to monitor. Do not assume the bullying has stopped.

Ensure that the incident is recorded and the school stages of sanctions are applied (be careful how this is done. Reacting aggressively or punitively gives the message that it is alright to bully if you have power.).

Continue to monitor the child exhibiting bullying behaviour.

