EASTBURY FARM PRIMARY SCHOOL
Anti-Bullying Policy

Autumn 2025

Date of Governor Approval: 18.11.2026

Eastbury Farm Primary School
Anti-Bullying Policy

Statement of Intent
We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

What is bullying?

'Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms, but the three main types are physical, (e.g. hitting, kicking, theft), verbal (e.g. name calling, racist remarks) or indirect (e.g. spreading rumours, excluding someone from social groups).
[DfEE Circular 10/95]

Bullying can be:

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

Minimising Child on Child Abuse:
Staff recognise that children are capable of abusing their peers and that this should not be tolerated or passed off as "banter" or "part of growing up".
In order to minimise the risk of child on child abuse the school:

- Provides a developmentally appropriate PSHE curriculum which develops pupils understanding of acceptable behaviour and keeping themselves safe
- Have systems in place for any pupil to raise concerns with staff, knowing that they will be listened to, believed and valued
- Develop robust risk assessments where appropriate (e.g. Using the Risk Assessment Management Plan and Safety and Support Plan tools)
- Have relevant policies in place (e.g. behaviour policy)

Aims

- To prevent, reduce and eradicate bullying in any form
- To have a consistent approach for dealing with bullying
- To ensure that all pupils, staff and parents are aware of this policy and their responsibilities
- To create a safe and secure environment for everyone

Standards

- All bullying is unacceptable
- Eastbury Farm Primary School recognises the harmful effect of bullying on pupils and will effectively work to minimise the risks
- Victims and perpetrators need to be treated in a supporting manner
- Bullying is likely to have a harmful effect on pupils' performance and attainment

Responsibilities

It is important that all individuals recognise the difficulties that may be encountered in implementing the Anti-Bullying Policy.

Staff will:

- Take all reports of bullying seriously
- Log all incidents on the agreed forms and report to the SLT. (Form at the end of this document)
- In line with agreed procedures, investigate the incident and give feedback to all concerned
- Acknowledge and include positive behaviour in curriculum planning
- Use PSHE time to address class issues
- Ensure all staff on the playground are aware of any concerns related to bullying by raising this at staff meetings and week ahead meetings. The Headteacher will keep a record of all incidents of bullying and harassment

Pupils should:

- Report all incidents of bullying to a member of staff
- Act in a respectful and kind manner to all other pupils

Parents should:

- Report any concerns of bullying to the school
- Support the school's Anti-Bullying Policy
- Stress to children the importance of good social behaviour

Review

Analysis of recorded incidents

Proactive Strategies

The school will be proactive in preventing bullying, rather than just responding to incidents.

The main strategy will be to raise awareness in whole school and phase assemblies;

This will include:

- Awareness of different forms of bullying
- Recognising what is and isn't bullying. They will be taught the 'P.O.P.' test (is it **P**urposeful, **O**ver time and is there a **P**ower imbalance)
- What they can do to help and how to report bullying
- Link to e-safety and cyber-bullying assemblies in KS2

For further information refer to:

- The school's Behaviour Policy

EASTBURY FARM PRIMARY SCHOOL - BULLYING AND HARASSMENT RECORD AND MONITORING FORM

For each incident please complete one form and return to the designated teacher for collation and monitoring.

1. Focus of bullying/harassment (Please tick all elements which apply in your understanding of the incident/s.)

* See County Guidelines on Dealing with Racial Harassment	Definitely applies	Possibly applies
Ability / Disability		
Age / Maturity		
Appearance		
Class / Background / Socio economic		
Ethnicity / Race*		
Religion / Belief*		
Geographical area of home		
Gender		
Sexuality		
Size		

2. Manifestation/s of bullying/harassment (Indicate those that apply.)

Feelings of being bullied / harassed	
Isolation / ignoring	
Teasing	
Verbal abuse or name calling (specify)	
Expressions of prejudice / stereotype	
Threatened physical assault	
Actual physical assault	
Targeted graffiti or hurtful note writing	
Other	

3. Those involved

Targets - wronged/distressed person/s (including ethnicity)	Person/s giving offence (including ethnicity)

4. Description of incident(s)

Please give a precise account including places, dates, times and any witnesses. Attach any further information e.g. pupils' accounts, witness accounts, notes of meeting. *(Continue overleaf if necessary.)*

5. Action taken

Please record all steps (including meetings, letters, investigations, sanctions) *(Continue overleaf if necessary.)*

6. Summary of those notified and / or involved

Delete options where applicable	X	Any details (e.g. dates)
Headteacher / Deputy Headteacher / SENCo		
Chair of Governors		
Teacher		
Other member staff		
'Target' parents informed school by letter / telephone / in person		
'Target' parents notified by letter / telephone / in person		
'Target' parents invited to the school		
'Offender' parents informed school by letter / telephone / in person		
'Offender' parents notified by letter / telephone / in person		
'Offender' parents invited to the school		
LA: SEA, Bullying Advisor, MECSS		
Police / Others (specify)		

7. Date for monitoring progress of those involved

Follow up on the incident and check that all parties are progressing well academically and socially

Reporting member of staff: Name: **Date:**