



**Anti-Bullying Policy**  
**Darrington CE Primary School**

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### **Shine, Share, Flourish.**

We **shine** our light for each other.

We **share** peace, respect and friendship.

We **flourish** and grow together

‘Your word is a lamp to my feet, a light to my path.’ Psalm 119

## Introduction

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. We are committed to creating a safe environment free from bullying and discrimination. Through effective communication we encourage our children to be open and honest and speak to an adult if they are experiencing issues. This is reinforced through participation in activities such as Anti bullying week, Collective Worship and PSHE lessons.

## Statutory and Policy Framework

This policy is informed by:

- **DfE: Preventing and Tackling Bullying (2017)** – Government guidance outlining definitions, legal responsibilities under the Education and Inspections Act 2006, safeguarding duties and expectations for prevention and response.
- **Keeping Children Safe in Education (KCSIE) 2025/26** – which outlines safeguarding expectations, including child-on-child abuse, online harm, sexual harassment and the handling of harmful sexual behaviour.

- **Equality Act 2010** – requiring schools to prevent discrimination, harassment and victimisation based on protected characteristics.
- **Education and Inspections Act 2006** – requires schools to promote good behaviour and prevent bullying, including beyond the school day.

These documents collectively set the legal and moral expectation that schools must ensure safe, respectful and inclusive environments.

## Aims

To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.

- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- 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

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group. If bullying is allowed to continue it can have a detrimental impact on the perpetrator, the target and the whole school community and its secure and happy environment. Staff training will be continually updated.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

## **Bullying related to protected characteristics**

Bullying may relate to characteristics protected under the Equality Act 2010, including race, disability, religion, sex, gender reassignment, sexual orientation or other vulnerabilities.

## **Child-on-child abuse**

As required by KCSIE, bullying may overlap with safeguarding concerns including:

- Sexual harassment or sexualised behaviour
- Harmful sexual behaviour
- Coercion or exploitation
- Physical violence  
[\[consult.ed...ion.gov.uk\]](#)

Where bullying behaviour poses a safeguarding risk, it is treated as a child protection matter.

# Reporting bullying

## **Reporting- roles and responsibilities**

- **Staff**

All staff have a duty to challenge bullying (including Homophobic Biphobic or Transphobic bullying and language) report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.

- Mr Lunn (Headteacher), Mrs Egan Assistant Headteacher), Mrs Gregson (EYFS Lead) and Mrs Meadows (School Business Manager) have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people and staff.

- **Parents/carers**

Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, persistent low level illness, lack of concentration). Parents and carers should support their child to report the bullying.

Parents and carers should report bullying to the school either by making an appointment to speak to one of the leads or by putting it in writing. Alternatively, a letter can be sent by email to the school's secure email address [admin@darringtonschool.org.uk](mailto:admin@darringtonschool.org.uk) and mark it for the attention of the Headteacher.

- **Pupils**

School staff will make it clear that 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, or report it themselves to an adult in school.

Pupils should report bullying incidents to a trusted adult in school or if they feel unable to communicate this verbally, may feel comfortable in writing their concern in a letter or adding it to the classroom 'worry bin.' This is checked on a daily basis.

## Responding to bullying

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

- An appropriate member of staff will initially speak with the child or children involved to establish the facts.
- Staff will use their professional judgement to decide if the incident requires formally recording on an incident reporting form detailing all comments in relation to the incident. This would then be recorded on CPOMS which is a secure electronic system for recording bullying, SEN and Safeguarding concerns.
- Staff would contact parents if they felt this is required and the incident was of a serious or bullying nature.
- Senior Leadership Team (SLT) will monitor incident reports recorded on CPOMS analysing the results.
- Designated school staff will produce termly reports summarising the information which the headteacher will report to the governing body.
- Support will be offered to the target of the bullying from the pastoral care, or class teacher.
- Staff will proactively respond to the bully who may also require support from pastoral care.
- Staff will assess whether parents and carers need to be involved.
- Staff will assess whether any other authorities (such as police) need to be involved.

## 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.

# Cyberbullying

In line with DfE cyberbullying guidance, the school will:

- Respond to online bullying with the same seriousness as in-person bullying
- Advise on evidence-gathering (screenshots, message logs)
- Work with parents to restrict harmful online behaviours
- Use confiscation/search procedures under statutory powers if needed
- Involve external agencies for criminal content, harassment or image-based harm

Online bullying concerns are recorded on CPOMS and linked to our Online Safety 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 the incident log, and also on CPOMS and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

## **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. 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 in school, 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.

# School strategies to prevent and tackle bullying

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

- 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.
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying.

- The RSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- 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.
- Circle time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Peer-mentoring, pupil-led programmes offer support to all pupils
- Restorative justice systems provide support to targets of bullying and those who show bullying behaviour
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups e.g. through the school council, anti-bullying survey during Anti-Bullying Week
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

<b>Policy title</b>	Anti-Bullying Policy
<b>Monitoring and review</b>	Reviewed February 2026
<b>Links</b>	Safeguarding and Child Protection Policy, Behaviour Policy
<b>Staff responsible</b>	Headteacher
<b>Committee responsible</b>	Pupils and Standards Committee
<b>Date approved</b>	March 2026
<b>Review date</b>	April 2027