



Townlands C of E Primary Academy

Anti-Bullying Policy

Approved by: Rachael Johnson (Chair of Governors)

Date: November 2025

Next review due by: November 2026

Statement of intent

At Townlands Church of England Primary Academy we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a safe and secure atmosphere.

Bullying of any kind is unacceptable and not tolerated at our school. However, if bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are '**a TELLING**' school. This means that **anyone** who knows that bullying is happening is expected to let someone know so that the bullying will stop.

The ethos and working philosophy of Townlands means that all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is acknowledged and rewarded.

What is bullying?

Bullying can be defined as an abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to another person.

At Townlands we recognise that bullying can be:

- Emotional
- Verbal
- Physical
- Racial
- Sexual
- Homophobic
- Cyber

To a child bullying is:

- Deliberately hurtful
- Repeated – 'several times on purpose'
- Difficult to counteract by the victim
- Different from random acts
- Characterised by an 'imbalance of power' e.g. a more powerful person or persons intentionally hurting a less powerful person or persons.

Purpose of this policy:

- To empower children to challenge what they believe to be unacceptable behaviour.
- To promote the school's aims and values.
- To develop a positive and safe learning environment in which bullying will not be tolerated.
- To promote inclusion, mutual respect, self-esteem and self-worth in order to meet the physical, emotional and mental health needs of all members of the school community.
- To raise the standards of behaviour and the levels of achievement for all.
- To give the children advice and tools they need to empower them.

Guidelines for implementing this policy:

- The policy will be monitored and evaluated annually by the Governors’.
- There needs to be recognition that anyone can be a bully or victim and that bullying can take many forms.
- It is recognised that the Headteacher and Governing Body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy.
- Children are encouraged to report and challenge all incidents of bullying, whether they are victims or bystanders.
- All staff will respond to children’s, staff or parental concerns seriously and support the agreed procedure.

Our proactive strategies include:

- We are a listening and telling school. This is the message that will be promoted at all times and with all audiences.
- The issue of bullying will be raised regularly in order to maintain awareness of the issue through school assemblies, weekly PSHE lessons, e-safety lessons, modelled behaviour, peer mediators, displays and posters.
- Opportunities will be taken to promote whole school initiative such as Anti-Bullying week, E-safety week, national e-safety day, and ongoing throughout the year.

Parents and the community will be encouraged to actively support the policy by working with the school staff and Governors to ensure that we have a safe and happy school.

- The Governing body, SLT and the pastoral team will monitor bullying.
- Bullying will be addressed within PSHE and RSE lessons.
- Peer support systems are in place (Peer Mediators) during lunch playtimes. These are used to provide children with additional means of sharing their concerns.
- Worry boxes/worry monsters are available in each class room for children to share any concerns.

Roles and Responsibilities

Role of the School

- In the event of a bullying incident the same procedures will be followed as for all other incidents of poor behaviour (see School Behaviour policy.) Staff will gather evidence and consult with the SLT team.
- In all cases details of the incident and action taken will be recorded.
- Our prime concern will be the support and protection of the victim. Action will continue until the issue is satisfactorily resolved and the bullying ceases. The actions will be reviewed regularly.
- Strategies to support victims will involve staff and pupils. Approaches such as circle of friends, no blame approach, buddying and mentoring will be considered.
- Bullying incidents will be recorded and monitored on a termly basis by the pastoral team, Headteacher/SLT. This information will be given to the governing body each term as part of the Headteacher’s report.
- All Governors have responsibility for monitoring the personal development, behaviour and welfare of the children in our school.

Role of the Parents

Parents have an important role to play in our Anti-Bullying Policy.

- If you feel your child may be a victim of bullying behaviour, inform the school as soon as possible.
- If a child has bullied your child, please don't approach that child on the playground or involve an older child to deal with the bully. Please inform the school as soon as possible.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure that your child is not afraid to ask for help.

Encourage children to:

- Tell a friend
- Tell a teacher or adult whom they feel they can trust
- Tell a lunch time supervisor or Peer Mediator
- If you know your child is involved in bullying, please discuss the issues with them and inform the school immediately. The matter will be dealt with appropriately.

Strategies for dealing with bullying

If bullying is suspected we will:

- Investigate bullying behaviour or threats with the aim, to put a stop to the bullying quickly.
- Talk to the suspected victim and any witnesses.
- Identify the bully and talk about what has happened to discover why they became involved. Make it clear bullying will not be tolerated.
- Inform parents/carers who will be asked to come into school for a meeting to discuss the matter.
- Record incidents of bullying.
- Ask the bully (bullies) to genuinely apologise and reflect on their behaviour.
- Use a behaviour monitoring report card when appropriate.
- Wherever possible reconcile the pupils.
- Implement appropriate sanctions in accordance with our school's Behaviour Policy. These sanctions will be graded according to the seriousness of the incident, but will send out a message that bullying is unacceptable.
- Liaise with the wider community if the bullying is taking place off the school premises (e.g., the Police, District Council etc.)
- Implement a range of follow-up support/interventions appropriate to the situation with all involved.
- Monitor the effectiveness of actions taken and reassess and if necessary take more actions.
- Monitor frequently to ensure repeated bullying does not take place.

Links with other policies

This policy is linked to our:

- Behaviour policy
- PSHE/RSE Policy
- Online safety