Townlands C of E Primary Academy

Anti-Bullying Policy

Approved by: Rachael Johnson (Chair of Governors)

Date: November 2026

Next review due by: November 2028

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. This means that anyone who knows that bullying is happening is expected to let someone know, so that the bullying will stop.

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 intension 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:

- Repeated – 'several times on purpose'
- Deliberately hurtful
- 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 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.
- Awareness of bullying is promoted throughout the school through assemblies, PSHE lessons, online safety lessons, positive role modelling, peer mediators, displays and posters.
- Opportunities will be taken to promote whole school initiatives such as Anti-Bullying week, E-safety week, national e-safety day.

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 taught 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 classroom 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.
- The wellbeing, support and safety of all pupils involved will be carefully considered. Appropriate action will be taken to address the situation, restore positive relationships where possible, and prevent further incidents. Actions and outcomes will be reviewed regularly to ensure they remain effective.
- Strategies to support pupils involved will be tailored to the circumstances of each case and may involve both staff and pupils. Approaches such as Circle of Friends, restorative conversations, the No Blame Approach, buddying and mentoring may be considered where appropriate.

- Bullying incidents will be recorded and monitored 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.
- Do not upload comments/opinions onto social media platforms

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.

Links with other policies

This policy is linked to our:

- Behaviour policy
- PSHE/RSE Policy
- Online safety