

# **ANTI-BULLYING POLICY**

**September 2025**

**Hollyfield Primary School**

**...a place where everyone matters**



**Version:**

September 2025

**Ratified by the Governing Body:**

8 October 2025

**Signed by the Governing Body:**

**To be reviewed (annually):**

October 2026

This policy has been written collaboratively with pupils, parents, staff and Governing Board of Hollyfield Primary School.

Everyone at Hollyfield Primary School has the right to feel welcome, happy, safe and secure. Bullying of any kind is unacceptable at our school. The aim of the anti-bullying policy is to ensure that all pupils, inclusively, learn in a supportive environment without fear of being bullied. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists, the victims must feel confident that there are anti-bullying systems within school to deal with the issue. It is our aim to challenge attitudes about bullying behaviour and help build an anti-bullying ethos in the school.

### **What is Bullying?**

The Anti Bullying Alliance define bullying as:

**"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online" May 2017**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional – being unfriendly, excluding, and tormenting e.g. threatening gestures.
- Physical – pushing, kicking, hitting, punching or any use of violence.
- Verbal – name calling, sarcasm, spreading rumours, teasing.
- Racist – racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact or sexually abusive comments.
- Homophobic – because of, or focussing on the issue of sexuality.
- It can take the form of cyber bullying either over the internet or via mobile phones.

### **Objectives**

- Bullying will not be tolerated.
- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the policy is on bullying and what they should do if bullying arises.
- Parents have a responsibility to support the schools anti-bullying policy and to actively encourage their child to be a positive member of the school.
- Hollyfield Primary School takes bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

## **Signs and Symptoms**

A child may indicate by signs and behaviour that she or he is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Does not want to go to school
- Is frightened to walk to or from school
- Changes their usual routine
- Begins truanting
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Cries themselves to sleep or has nightmares
- Feels ill in the morning
- Lack of expected progress in school.
- Physical signs e.g. bruises and cuts
- Has possession go 'missing'
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## **Procedures and Intervention.**

*(Includes steps taken to support and respond to the needs of both bullied and bullying pupils. Also see flow chart in Appendix 1 for breakdown of procedure for parents)*

1. The incident/incidents are reported to a member of staff.
2. In serious cases of bullying the incident will be recorded by a member of SLT.
3. Incidents of a racial nature will be recorded and reported to the LA.
4. In serious cases parents should be informed and may be asked to come in to a meeting to discuss the problem.
5. Minor incidents will be dealt with by the class teacher.
6. Investigation.
7. Feedback to those concerned.
8. In serious cases the Headteacher or designated person in charge will decide on the severity of punishment to include, loss of playtimes, fixed term exclusions and in the case of extreme bullying permanent exclusion.
9. Contacting relevant professionals e.g., EWO (Education Welfare Officer), Behaviour Management Team, Education Psychologist, COBS (City of Birmingham Schools).
10. If necessary and appropriate, the police will be consulted.

## **Interventions**

1. All children know the school rules.

2. All children know where and who to go to if they feel they are being bullied.
3. Circle time and assemblies, PHSE, SEAL, SCARF, workshops from external mentors and worry boxes are used to promote a positive ethos and therefore reduce the amount of incidents of bullying.
4. School council promote an anti-bullying message through the Peer Mediators/buddy system and taking part in initiatives such as Anti-Bullying Week.
5. All staff teach online-safety lessons regularly, covering a wide range of aspects of cyberbullying. When incidents of bullying occur, both the victim and the bully receive support from a school mentor.
6. If possible, the pupils will be reconciled.

*At Hollyfield Primary School, Staff and Governors are committed to the safety and welfare of all pupils and will ensure that, through the robust implementation of all safeguarding policies, all pupils are protected from any potential exposure to extremism and radicalisation.*

*We will ensure that all our pupils, especially those with SEND, will be fully supported academically and socially to ensure that no pupil is at risk of bullying or any other form of discrimination.*

This policy is monitored regularly by the Head Teacher, who reports to governors about the effectiveness of the policy on request.

**Appendix 1**

Anti-Bullying Flow Chart - September 2024

