Learning to make a positive difference

in God's world

Pilgrims' Cross CE Aided Primary School

Anti-Bullying Policy

Date Agreed: October 2026

Review Date: October 2027

Pilgrims' Cross Primary School Anti-Bullying Policy

Revision record

Revision No.	Date Issued	Prepared By	Approved	Comments
1	October 2025	JC	FGB	Rewritten policy
2	October 2026	JC	FGB	Reference to Mobile Phones & Tech. Policy

Introduction

At Pilgrims' Cross CE Primary School, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010, it is essential that our school:

• Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;

• Advances equality of opportunity between people who share a protected characteristic and people who do not share it; and

• Fosters good relations between people who share a protected characteristic and people who do not share it.

At Pilgrims' Cross Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. This may include instances where there are concerns that the bullying is part of wider abuse occurring outside of school either towards the victim or perpetrator; the perpetrator may be themselves at risk or and in need of support or intervention; or where the bullying includes elements of abuse.

This policy is closely linked with our Behaviour Policy, our Safeguarding and Child Protection Policy, our Acceptable use of Technology Policy and the School's Vision and Values of Love, Courage and Trust.

Principles:

It is the responsibility of the governing body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment.

We aim to support pupils in developing respect for others, building a trusting environment and nurturing friendships through the teaching of and constant referral to our Values.

Aims:

We promote and have developed a school ethos where bullying behaviour is regarded as unacceptable, ensuring a safe and secure environment is sustained for all pupils.

We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

Bullying Definition
At Pilgrims' Cross Primary School, we regularly discuss what bullying is, as well as incidents we would **not** describe as bullying, with all pupils through Collective Worship, informal discussions and PSHE lessons. We agree that:

- Bullying is usually physical hurting, name calling, giving unkind looks or leaving people out of activities/games **(targeted).**
- Bullying usually happens when the relationship is imbalanced **(power).**
- Bullying is usually on-going (**repeated).**

Signs of Bullying
Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.

Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

Behavioural: refusal/difficulty in coming in to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Some Specific types of Bullying include:

Cyber-Bullying
Cyber-bullying refers to any form of bullying that takes place through electronic communication. This includes sending or posting harmful, threatening, or upsetting messages, images, or content via the internet, mobile phones, or other digital platforms. It may involve social media, messaging apps, gaming platforms, emails, or websites. Cyber-bullying can include behaviours such as name-calling, spreading rumours, exclusion from online groups, impersonation, and sharing personal information or images without consent

Racist Bullying

Racist bullying refers to any hurtful or discriminatory behaviour directed at a person because of their race, ethnicity, nationality, or cultural background. This can include:

- Name-calling, insults, or jokes based on race or ethnicity
- Mocking accents, customs, or cultural practices
- Excluding someone from activities because of their background
- Spreading racist rumours or stereotypes
- Physical intimidation or threats linked to racial identity
- Online abuse or racist content shared digitally (cyber-racist bullying)

Racist bullying is not only harmful to individuals but also undermines the inclusive and respectful environment we strive to maintain. It is considered a serious breach of our school's behaviour policy and will be addressed promptly and appropriately.

Homophobic/Transphobic Bullying

Homophobic and transphobic bullying refers to any behaviour that causes harm, distress, or exclusion based on a person's actual or perceived sexual orientation or gender identity. This includes:

- Using homophobic or transphobic slurs or insults
- Mocking or excluding someone because they are, or are perceived to be, lesbian, gay, bisexual, or transgender
- Spreading rumours or making jokes about someone's sexuality or gender identity
- Refusing to respect someone's chosen name or pronouns
- Physical intimidation or threats linked to sexual orientation or gender identity
- Online abuse or sharing harmful content (cyberbullying)

Such behaviour can affect anyone, regardless of whether they identify as LGBTQ+. It is rooted in prejudice and stereotypes and can have serious emotional and psychological effects.

We have a zero-tolerance approach to *all* bullying and incidents are followed up quickly. Victims' concerns are treated with the utmost seriousness, and a restorative approach is always sought, and support is given to any victims of bullying. Immediate and longer-term follow-up for the perpetrator(s) is considered, as well as individual sanctions and whole-school actions.

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be LGBTQ+

Bullying Prevention

Whole-School Ethos

- Through our values of Love, Courage and Trust, we foster a culture of respect, empathy, and celebration of diversity. Vehicles for this include Collective Worship, PSHE lessons and school-wide initiatives.

- Our 'Pilgrims' Cross Compass' and behaviour policy promotes positive relationships and encourages pupils to take responsibility for their actions.

Curriculum Integration

- Anti-bullying themes are embedded across the curriculum, particularly in PSHE and computing lessons.
- Pupils learn about friendship, emotional literacy, online safety and the impact of bullying through age-appropriate resources and discussions.

Pupil Voice and Participation

- Pupils are encouraged to speak up and share concerns through class discussions, worry boxes in classrooms and peer support systems.
- School Council and pupil-led initiatives help shape our anti-bullying strategies and ensure children feel heard.

Staff Training and Vigilance

- All staff receive regular training on recognising early signs of bullying and responding effectively.
- Staff are proactive in monitoring pupil interactions and intervening early to prevent escalation.

Partnerships with Parents and Carers

- We work closely with families to promote consistent messages about respect and kindness at school, online and at home.
- Parents are informed about our anti-bullying procedures and encouraged to report concerns promptly.

Inclusive Environment

- We celebrate differences and promote understanding of race, religion, gender, disability and sexual orientation.
- Targeted support is provided for pupils who may be more vulnerable to bullying, including those with SEND or from minority backgrounds.

Regular Review and Monitoring

- Our anti-bullying policy is reviewed annually with input from staff, pupils and parents.
- Incidents are logged on CPOMS and monitored to identify patterns and inform future prevention strategies. We report all incidences of Prejudicial language and behaviour to Hampshire.

E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the School's website. E-safety workshops are held to raise parents' awareness of cyber-bullying.

Behaviour Policy

Our Behaviour Policy, written around our school Values, includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Responding to Bullying

The following steps will be taken when dealing with any incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The Headteacher will be informed of all bullying concerns, especially where there may be safeguarding issues.

- The headteacher or Designated Safeguarding Lead (DSL) will interview all parties involved. This responsibility may be delegated to another member of staff, where appropriate.
- A clear and precise account of bullying incidents will be recorded by the school in on the Hampshire Bullying Reporting Form and will be logged on CPOMS. This will include recording appropriate details regarding decisions and action taken.
- The school will speak with and inform other staff members, where appropriate e.g lunchtime supervisors to ensure awareness and vigilance at all time of the day.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentially policies.
- Appropriate sanctions and support, as identified within the school behaviour policy and child protection policy, will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed or Early Help if a through the investigation it is identified that the victim or perpetrator is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and responded to in line with this policy, our Online Safety Policy and the school behaviour policy. If required, the DSL will collaborate with DSLs at other settings

Confidentiality
All members of the community should deal with any aspects of bullying confidentially and with due respect to all parties involved.
In the interests of safeguarding children, we may need to share details with other professionals.

The Governing board
The Governing Board is responsible for:
Reviewing and approving the written statement of the school's vision and values for behaviour
Reviewing this anti-bullying policy in conjunction with the headteacher
Monitoring the policy's effectiveness
Holding the headteacher to account for its implementation.

Monitoring arrangements
The Headteacher regularly monitors the number of 'bullying' incidents every half-term to analyse any trends or patterns and reports back to the Governing Body. This policy will be reviewed by the Headteacher and Governing Board every year. At every review, the policy will be approved by the Governing Board.

Links with other policies
This policy should be read in conjunction with;
Safeguarding Policy
Child Protection Policy
Behaviour policy
Exclusions Policy
SEND policy
Acceptable use of Technology Policy
Mobile Phones & Tech. Policy