



Greenholm Primary School

Official Policy

Name of Policy: Anti-Bullying Policy

Date Reviewed: January 2025



Vision and Values

At Greenholm Primary School, our vision is for all children to be happy, confident, motivated, and ready for success. We are committed to creating an environment that reflects our core values:

- Be Responsible
- Be Kind
- Be Respectful
- Be Curious
- Be Resilient

This anti-bullying policy reflects these values and underpins our approach to ensuring every child feels safe, valued, and supported.

Definition of Bullying

Greenholm Primary School defines bullying as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal, or psychological. It can happen face-to-face or online. All forms of bullying will be challenged.

There are four key elements to this definition:

- Hurtful
- Repetition
- Power imbalance
- Intentional

Types of Bullying Behaviour

Type of Bullying	Examples of Behaviours
Physical	Pushing, poking, kicking, hitting, biting, pinching, and other deliberately hurtful physical behaviours
Verbal	Name-calling, sarcasm, spreading rumours, threats, teasing, and belittling
Emotional	Isolating others, tormenting, hiding belongings, threatening gestures, ridicule, humiliation, intimidation, excluding, manipulation, and coercion
Sexual	Unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate material



Online/Cyber	Posting on social media, sharing photos, sending nasty messages, online exclusion, verbal abuse, or threats through online gaming
Indirect	Exploitation of individuals

Proactive Measures

Measure 1: Relationships and Supervision

At Greenholm, all staff members must always be vigilant in observing what is going on around them. If they see anything concerning, including bullying, they have a duty to act in accordance with the school's policy and procedures.

- All concerns are logged using the CPOMS system.
- All members of staff nurture positive relationships with pupils and between pupils.
- This ethos drives our approach: learning is made fun and engaging, mutual respect is created and reinforced, and inappropriate treatment of others is challenged quickly.
- Teachers communicate with parents at the classroom door and via ClassDojo regarding any concerns.

Measure 2: Curriculum

Our curriculum actively promotes kindness and anti-bullying. Children hear and experience positive messages about how to treat others throughout their time at Greenholm.

- Kindness is one of our explicit values, and we promote well-being by developing this value.
- Opportunities for kindness are spread evenly across all year groups within both the taught curriculum and enrichment opportunities
- We ensure that Anti-Bullying Week is given a high priority and highlights the definition of bullying and how children can seek support.

Measure 3: Playground Leaders

At Greenholm, we have a playground leaders system in place on both playgrounds during lunchtimes.

- Trained leaders initiate play with children who appear to be on their own.
- Leaders create games that encourage children to play with new friends, fostering additional friendships.



Reactive Measures

Measure 1: Reporting

If you are concerned, do not hesitate to speak to a member of staff who will pass on your concerns to the most appropriate member of staff, which may be the class teacher or a senior leader.

A senior leader will consider the initial evidence and decide on the best course of action, which might include a follow-up conversation with parents.

Measure 2: Investigation

A senior leader – usually the Deputy Headteacher – will oversee the investigation:

- The designated person (usually a member of the senior leadership team) will speak to the child who feels they are being bullied.
- Witnesses and the alleged perpetrator will be interviewed to build a clear picture. All information will be considered carefully.

Measure 3: Care for the Victim

If it is clear that the victim has been treated unkindly, whether it is judged to be bullying or a single incident, the priority is ensuring the victim's safety and reassurance.

- Talking to the child and ensuring they know who they can talk to if worried at school.
- Speaking to the child's friends to encourage them to take care of the victim on the playground and report any incidents.
- Making all staff aware via the CPOMS system to monitor the child during playtimes.
- Offering a daily slot where the child meets a trusted adult near the end of the day to discuss how their day has been, maintaining a daily log.

Measure 4: Sanction and Education for the Perpetrator

The senior leader will decide, based on the investigation, if bullying has occurred (i.e., repeated intentional actions).

- If bullying is NOT proven, usual behaviour sanctions (see Behaviour Policy) will apply. The perpetrator will be warned about the impact of their actions and if such actions recur.

If bullying is proven, sanctions are as follows (please also see the Education and Support section below which will be provided at every stage):

**First Offence:**

Appropriate time away from the victim which may include playtimes and/or learning times as an internal exclusion; parents informed in a meeting; incident recorded on file.

Second Offence:

Suspension for up to 1 day; parents informed in a meeting; incident recorded on file.

Further Offences:

Suspension for up to 3 days; parents informed in a meeting; incident recorded on file.

Repeat Offenders:

Permanent exclusion in line with the school's exclusions policy.

Education and Support:

- Restorative conversations to help the perpetrator understand the consequences of their actions.
- Targeted sessions with a pastoral lead or trusted adult to address underlying issues.
- Signposting to external support services if additional intervention is required.

Measure 5: Record Keeping

When a bullying investigation occurs, a record is made on CPOMS:

Details include:

- A summary of concerns.
- Actions taken.
- The outcome of the investigation.

This ensures any future incidents can be addressed with appropriate sanctions.

Conclusion

This policy will be regularly reviewed and updated in consultation with pupils, staff, and parents to ensure it continues to meet the needs of our school community and represents our collective commitment to preventing and addressing bullying in all its forms.