Even Swindon Primary School
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Anti-Bullying Policy

Promoting Positive Relationships & Supporting Every Child

Approved by:

First Reviewed: November 2025 Last Reviewed: September 2026 Next Review Due: September 2027

1. Introduction

At Even Swindon Primary School, we believe every child has the right to feel safe, happy, and respected, and enjoy their education without the threat of bullying behaviour. Child-on Child abuse, including bullying of any kind, is unacceptable and will not be tolerated. Our school community—staff, parents, carers, governors and pupils—works together to create a positive, nurturing environment where children can develop strong, healthy relationships.

This policy outlines how we prevent, identify, and respond to bullying, with a focus on relationship-building and early support. It should be read in conjunction with:

- Positive Relationships policy
- Safeguarding & Child Protection policy
- E-safety and Cyber Bullying policy
- Suspensions & Exclusion
- SEND Code of Practice 2014 and the school's SEND policy
- Equalities policy

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2. What is Bullying?

At Even Swindon Primary School, we define bullying as ongoing, deliberate behaviour that causes physical or emotional harm which upsets the victim, and is difficult for victims to defend themselves against. We use the definition STOP – 'Several Times On Purpose' to clarify this with children. Bullying is a behaviour that is targeted and selective and can be direct (physical – hitting, kicking, taking belongings, or verbal – name callings, insulting, making offensive remarks) or indirect (being ignored, spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours or cyber bullying).

Bullying could take the following forms:

- **Physical** – hitting, kicking, pushing, being spat at
- **Verbal / Written** – name-calling, teasing, threats
- **Emotional** – excluding, spreading rumours, manipulating friendships

- **Online / Cyber** – harmful messages, posts, images shared via digital platforms (including text messaging, social networking sites, email)
- **Damage to property or theft** – pupils having their property deliberately damaged or stolen; physical threats may be used by the perpetrator in order that the pupil hands over property to them

Bullying is different from fallouts, disagreements or one-off incidents that naturally occur as children learn how to manage relationships. These are dealt with using restorative approaches.

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3. Our Approach to Positive Relationships

We know the best way to prevent bullying is to build positive relationships from the start. Our school promotes:

- **Respect**

  Every member of our community is expected to show respect for others' feelings, opinions, and belongings.

- **Inclusion and Kindness**

  We encourage children to celebrate differences and support one another. We seek to advance equality of opportunity between all pupils who share a characteristic and those who do not. The list of protected characteristics of identified groups of pupils are:

  - Age
  - Disability
  - Sex
  - Gender reassignment
  - Race/ethnicity
  - Religion/belief
  - Sexual orientation

- **Emotional Literacy and Self-Regulation**

  Through PSHE lessons, assemblies, and daily practice we teach children to understand their feelings, manage conflict, and resolve problems peacefully. Additional interventions (such as Lighthouse support, Rainbow groups, ELSA led groups) support this for identified individuals.

- **Restorative Practice**

  Where fallouts or misunderstandings occur, we help children to talk through issues, rebuild trust, and repair relationships.

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4. Preventing Bullying

We take proactive steps to reduce the chances of bullying:

- Ensuring everyone within our school community has a shared understanding of the definition of bullying (see section 2)

- Staff routinely attend training to equip them with the skills to identify, prevent and respond to bullying
- Staff are alert to the possible signs of bullying and take action accordingly; the signs may include:
    - Reluctance to go out to play; reluctance to come to school; lack of concentration; drop in standard of work; possessions going missing; physical injuries; withdrawn personality; becoming nervous and shy; clinging to adults; exhibiting atypical aggressive behaviour
- PSHE, Computing/Online Safety and our Safeguarding Curriculum include anti-bullying education; our wider curriculum (including RE, creative learning, choice of literacy texts) raises awareness of diversity and inclusion
- Anti-bullying times of focus, including the Anti-Bullying Alliance's Anti-Bullying Week and NSPCC workshops
- Regular assemblies focus on our values of responsibility, respect, courage, independence, kindness and curiosity to guide our relationships and choices
- Children are taught how to speak up safely and who they can talk to
- Staff are on duty in key areas during transitions and break times
- Worry boxes, check-ins and safe spaces are available
- Staff model positive behaviour at all times
- The school encourages peer support and buddy systems where appropriate
- We work closely with parents to support early concerns

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5. How Children Can Get Help

Children are encouraged to share their worries and concerns in school:

- By talking to any trusted adult in school, including:
    - Their class teacher
    - A teaching assistant
    - A lunchtime supervisor
    - A member of the safeguarding team
- Through worry boxes/notes if they prefer a quieter method

Worries and concerns will then be shared with the Deputy Headteacher (see 6.3).

We reassure children that telling an adult is not "telling tales"; it is helping to keep everyone safe.

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6. Responding to Bullying Concerns

When bullying is reported, or possible signs noticed, we will:

1. **Listen carefully and take all concerns seriously**

Children will be supported emotionally and practically.

2. Investigate promptly and sensitively

Staff will speak with everyone involved, including witnesses where relevant.

3. Record the concern on CPOMS and inform the Deputy Headteacher

This ensures safeguarding oversight and helps monitor patterns. The Deputy Headteacher will have further conversations with staff and pupils to ensure a collegiate, coordinated approach.

4. Communicate with parents/carers

We will work in partnership to ensure the child feels safe and supported.

5. Put support in place for all children involved

- For the child experiencing bullying: reassurance, regular check-ins, safe spaces, confidence-building and relationship support.
- For the child displaying bullying behaviour: restorative work, behaviour mentoring, emotional-literacy support, and clear expectations for change.

6. Take appropriate action

This may include restorative conversations, behaviour agreements, increased supervision, or consequences in line with the school's behaviour policy.

7. Follow up

Staff monitor the situation to ensure the bullying does not continue and that relationships are improving.

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7. Supporting Parents and Carers

We recognise that bullying concerns can be worrying for families. We will:

- Listen to and value concerns from parents
- Keep parents informed of actions taken
- Work with families to support positive outcomes
- Provide guidance on helping children talk about feelings, manage conflict and build resilience
- Direct families to external support agencies when needed

We ask that parents:

- Report concerns promptly, addressing them to the Deputy Headteacher
- Work with the school to support communication and solutions
- Look out for any unusual behaviour in your children, such as a new reluctance to come to school
- Encourage children to speak up
- Model respectful behaviour, including in online interactions

8. Help Organisations

- Anti-bullying Alliance www.anti-bullyingalliance.org.uk
- NSPCC https://www.nspcc.org.uk/keeping-children-safe/types-of-abuse/bullying-and-cyberbullying/
- NSPCC https://www.nspcc.org.uk/advice-for-families/dealing-with-bullying/
- Anti-Bullying: The Diana Award www.antibullyingpro.com
- Kidscape www.kidscape.org.uk
- Childline https://www.childline.org.uk/ Tel: 0800 11 11
- Beyond Bullying (Leicestershire Anti-Bullying Team) www.beyondbullying.com
- Bully.org www.bully.org
- Childnet International www.childnet.com
- Education from the National Crime Agency https://www.ceopeducation.co.uk/parents/
- Family Lives https://www.familylives.org.uk/

9. Key Contacts

Designated Safeguarding Lead (DSL): Mrs Smith
Deputy DSLs: Mrs Chard, Miss Sly, Mrs Homes and Miss Pattenden
Headteacher: Mrs Smith
Deputy Headteacher: Miss Sly
SENDCo: Mrs Butcher
Pastoral Contact: Mrs Chard

To contact any of these key members of staff, please email admin@evenswindon.bluekitetrust.org and address your message to them by name.

10. Monitoring & Review

The senior leadership team and governors monitor bullying patterns and responses. This policy is reviewed annually, or sooner if needed, to ensure it remains effective and reflects good practice.