



Race Leys
Junior School

Anti-Bullying Policy

Date: September 2025

Reviewed Annually

Principles

- Pupils have the right to learn free from intimidation and fear
- The needs of the victim are paramount
- The school will not tolerate bullying
- Bullied pupils will be listened to
- Reported incidents will be taken seriously and investigated.

The school is a safe environment designed to ensure pupils feel safe, e.g. classrooms are well lit, free from hidden corners, have windows in doors etc. Pupils are supervised at all times and all staff are trained to support and empathise with pupils. Our positive relationship policy supports high standards of conduct and clear sanctions are in place. Pupil Ambassadors support other pupils and are role models.

Defining Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, with multiple incidents occurring over a prolonged period of time
- Difficult to defend against
- Perpetrated by individuals and/or groups
- Unintentional at times

Bullying can include:

| TYPE OF BULLYING | DEFINITION |
|---|---|
| Emotional | Being unfriendly, excluding, tormenting |
| Physical | Hitting, kicking, pushing, taking another's belongings, any use of violence |
| Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based | Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality) |
| Sexual | Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching |
| Direct or indirect verbal | Name-calling, sarcasm, spreading rumours, teasing |
| Cyber-bullying | Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites |

Preventing Bullying

Our PSHE programme uses a range of opportunities to educate pupils about our anti-bullying ethos:

- Assemblies
- Circle times
- PSHE lessons
- Targeted groups
- Friendship groups
- Anti-bullying ambassadors
- Sessions with the pastoral team

Roles and Responsibilities

Staff will:

- Develop pupils self-esteem, self-respect and respect for others
- Demonstrate high standards of personal and social behaviours
- Discuss bullying with classes, groups and individuals in an age appropriate manner
- Be alert to the signs of distress and other possible signs of bullying
- Listen to children
- Report suspected cases of bullying
- Follow up any issues raised by parents
- Deal with observed incidents promptly and effectively

Pupils will:

- Learn to understand that bullying is extremely serious and is unacceptable
- Refrain from bullying, even if there is strong peer pressure
- Intervene to protect other pupils unless it is unsafe to do so
- Report bullying to a member of staff
- Anyone who is subject to bullying should:
- Not suffer in silence and have the courage to speak out
- Have opportunities to speak to adults and to know who to speak to and how to get to speak to them

Parents should:

- Watch for signs of distress
- Advise their child/children to report bullying
- Advise not to retaliate violently
- Be sympathetic and supportive
- Understand that bullying consists of a number of incidents occurring over a close period of time, not a singular incident.
- Inform the school if they suspect that bullying is occurring
- Co-operate with the school Preventative Measures

Dealing with Incidents of Bullying

Race Leys Junior School will not tolerate bullying of any kind. Incidents of unkindness are recorded by members of staff and stored using our online CPOMs platform. This includes the location, time, lesson, type and names of any instigators, victims and/or witnesses involved.

Class teachers, the school pastoral team and behaviour lead then closely monitor these incidents.

If a case of bullying is suspected (there are multiple recorded instances of unkindness by a child/group of children towards another child), class teachers will contact the parents/guardians of all involved to discuss the concern and possible strategies to resolve. This will then be monitored and reviewed by the pastoral team, usually for a period of two weeks.

If the bullying concerns continue, this will then be referred to the behaviour lead, who will arrange a formal meeting with parents to highlight the severity of the situation and discuss further strategies and/or consequences that may be put in place if this continues.

- Clear written reports, including investigations and sanctions, are essential
- Records are kept to show incidents over time
- Logs are kept and updated to show the nature of the bullying and any trends
- Feedback from pupils and parents are valued and inform practices
- Contact with relevant professionals is embedded e.g. Educational Welfare Officer, Educational Psychologist

This policy was formulated in consultation with pupils, staff, parents and Governors and is reviewed annually. Overall responsibility lies with the Head who liaises with the Senior Leadership Team and Inclusion Lead to ensure a robust and sustainable model of Leadership.