Anti-Bullying Policy

Love, Learn and Grow Together

At Foston and Terrington Church of England Schools the Behaviour Policy is informed by our commitment to promoting sustainability, affirming diversity, embracing community, and inspiring creativity, which is rooted in the words of St Paul who wrote, 'The fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control' (Galatians 5 v 22-23). Our core Christian values, love, joy, patience, and self-control are fostered in the pupils and staff building an ethos where all can flourish.

At Stillington and Langton Primary School the Behaviour Policy is informed by our commitment to promoting sustainability, affirming diversity, embracing community, and inspiring creativity is rooted in the core values of love, joy, patience, and self-control. These core values are fostered in the pupils and staff, building an ethos where all can flourish.

Last Reviewed: October 2026

Next Review: October 2027

Statement of Intent

At North Yorkshire Rural Schools federation, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our schools. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

We are 'telling' schools. This means that anyone who knows that bullying is happening, is expected to tell the staff. Our anti-bullying is strongly linked and taught through our core values of love, joy, patience, and self-control. This policy is based on DfE guidance preventing and tackling bullying – July 2017, Keeping Children Safe in Education – 2026, Anti-bullying guidance 2024 https://www.churchofengland.org/about/education-and-schools/educationpublications/anti-bullying-guidance-church-england-schools and RSHE guidance 2025.

Objectives of this Policy

- All governors, teaching and support staff, pupils and parents should understand what bullying is.
- All governors, teaching and support 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 school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

What is Bullying?

We have agreed as a school that bullying is:

- Deliberate
- Repetitive
- Unkind
- Malicious

We recognise that bullying can be:

- Verbal abuse (name calling, threatening, mimicking, making someone look silly)
- Physical (punching, kicking, hitting, spitting violence)
- Cyber (sending unkind things by text, email gestures or actions made to someone
- Emotional (being unfriendly, excluding, educational needs
- Racist (racial taunts, graffiti, gestures) taunting, e.g. "girls can't play football")
- Sexist (discrimination on the basis of gender
- Homophobic (because of or focussing on the issue of sexuality)
- Any unfavourable/negative comments, or social media) or any use of
- relating to their disability or special tormenting)

This school does not tolerate unlawful bullying or discrimination against someone on the grounds of any of these characteristics: age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race,

religion/belief, sex (gender) and sexual orientation. These are often referred to as protected characteristics. All staff will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying.

Identifying and reporting concerns about bullying

All concerns about bullying are taken seriously and investigated thoroughly.

Pupils who are being bullied may not report it. All staff will be alert to signs of bullying and act promptly and firmly against it in accordance with this policy. Early signs of distress may include:

- Withdrawn behaviour
- Deterioration of work
- Feigning illness
- Unusual absences
- Desire to remain with adults
- Isolating themselves from others
- Lacking concentration
- Truanting from school

Why is it important to respond to bullying?

- Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.
- Pupils who are bullying need to learn different ways of behaving.
- Schools have a responsibility to respond promptly and effectively to issues of bullying.

Procedures

At North Yorkshire Rural Schools Federation, the following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been concerned and take suitable action in line with our behaviour policy.
- A clear account of the incident will be recorded and given to a member of the Senior leadership team using the internal monitoring system, CPOMS, and will be stored on this system. These files will be appropriate and in accordance with our transferred with the pupil when they transition to a different setting. The incident will then be dealt with in line with our behaviour policy.
- If further incidents occur involving the same child, the SLT member will interview all the member of staff who has been approached/suspected.
- Class teachers, support staff and Midday supervisors will be kept informed.
- Parents of all parties will be kept informed.
- Sanctions and interventions will be used as stored on this system. These files will be appropriate and in accordance with our behaviour policy.

Pupils

Pupils who have been bullied will be supported by:

- Being offered an opportunity to discuss the incident with a trusted adult in school.
- Being reassured.
- Having their self-esteem and confidence restored through well planned interventions i.e. circle of friends, play therapy, and friendship group work.
- Being offered support when needed.
- Having access to peer support.

- If required, outside organisations will be contacted for support.

Pupils who have bullied will be helped by:

- Discussing what happened using restorative approaches.
- Discovering why the pupil became involved.
- Establishing the wrong-doing and 'need to change' using our restorative techniques.
- If a pupil has SEND, adapted approaches may be implemented to meet the needs of the pupil.
- Informing parents or carers to help change their attitude.
- The involvement of the home school support worker.
- If required, outside organisations will be contacted for support

The following disciplinary steps will be taken:

1. Official warnings to cease offending.
2. Behaviour sanctions as per behaviour policy.
3. Parent or carer invited into school to discuss way forward.
4. Behaviour plans as stated in the behaviour policy
5. Internal exclusion
6. One or more fixed-term suspensions
7. Permanent exclusion

Supporting Adults

Our schools take measures to prevent and address bullying among pupils as well as adults including staff and parents.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with a designated safeguarding lead (DSL), including the DSL,

Deputy DSL and school-based DSL.

- Advising the person to keep a record of incidents as evidence and discuss how to respond to future concerns.
- Reassuring and offering support where appropriate.
- Signposting to relevant organisations for further support

The following disciplinary steps will be taken:

- A copy of the relevant code of conduct shared
- Discussion with a senior member of staff and/or the headteacher using a restorative approach
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- Where this has taken place online, a request for the removal of content.
- Instigating disciplinary, civil or legal action as appropriate or required.

Whole-school strategies to help prevent and minimise bullying

- Ensuring that the whole school understands what bullying means.
- Making it clear that no bullying of any kind is tolerated.

- Allowing children to report incidents without feeling they are telling tales.
- Incidents are taken seriously, investigated and if necessary, acted upon, with the procedures outlined above.
- Systematically recording incidents, helping us to review, monitor and evaluate policy and practice.
- Using the school anti-bullying code, giving clear advice to children on what to do if you are a witness or a victim of bullying.
- A regular programme of PSHE and circle time, with emphasis on role play and use of restorative practice conversations to share skills and experience with pupils.
- Whole school assemblies – to raise awareness of bullying issues and providing a whole school focus for bullying.
- Participation in anti-bullying week to raise awareness of how to address bullying
- Induction for all new staff and regular whole school review of procedures through training and staff meetings
- Use of sanctions - in line with our behaviour policy
- Working with parents and carers to promote good behaviour, encourage involvement in promoting the school ethos and raise awareness of the school's approach to bullying.
- Continuous improving of playtimes and the school grounds.
- Pastoral support across the federation
- Bulletin/Newsletter signposts for parents and carers

Monitoring, evaluation, and review

Records of incidents will be regularly reviewed by the senior leadership team. Pupil conferencing will continue to be analysed, and feedback will also be taken from the School Council as to the success of measures taken in conjunction with this policy.

Complaints policy and procedures of unresolved/disputed issues

If a parent, pupil or staff member feels an issue has not been resolved or wish to dispute the case, please follow our complaints policy accessible through our school website.