



# Anti-Bullying Policy 2025-2026

This policy has been developed with reference to: Preventing and tackling bullying Advice for headteachers, staff and governing bodies July 2017 and the Equality Act 2010. Pear Tree Community Junior School promotes values which reject bullying behaviour and promote co-operative behaviour. Tackling bullying matters. This should be read alongside our policies on Special Educational Needs and Behaviour and Safeguarding Policy.

Date September 2025

Date Approved by Governing Body: February 2026 (awaiting approval)

A full review of the policy will take place during the 2025-2026 Academic year.

## Introduction

This policy takes full account of the school's legal obligations under the Education Inspections Act 2006.

The Education and Inspections Act 2006 Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

This policy also full account of the school's legal obligations under the Education Act of 1986 to:

- Have a policy to prevent all forms of bullying amongst pupils
- To make a written copy of the anti-bullying statement available on request
- To set out the strategies to be followed, with a system to implement them and a mechanism for monitoring and reviewing their effectiveness.

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At Pear Tree Community Junior School, 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 free from oppression and abuse. Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our school and will not be tolerated. All pupils should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken. We are a **TELLING** school. This means that anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

## Aims of the Policy

- To assist in creating an ethos in which attending school is a positive experience for all members of the school community.
- To make it clear that all forms of bullying are unacceptable at school.
- To enable everyone to feel safe while at school and encourage pupils to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support 'bullies' to change their attitudes as well as their behaviour and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of the school community feel responsible for combating bullying.
- To ensure consistency in practice within the school community.

## Inclusion

Every member of the school community is entitled to expect equality of protection from bullying as well as protection and support from school policies and procedures designed to ensure that the school remains a safe environment in which to teach and learn.

The anti-bullying policy also takes full account of the Equality Act 2010 which legally protects people from discrimination in the workplace and in wider society from discrimination against:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

## What is Bullying?

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.' (DfE July 2017)

At Pear Tree we teach our pupils about respect for each other and that unkind or cruel behaviour will not be tolerated. However, not all unkind behaviour is bullying.

The key characteristics that turn unkindness into bullying are:

- That it is repeated and goes on over time
- That it is deliberate and not accidental
- That it involves the person doing the bullying in having some sort of power over the person experiencing the bullying.

Occasionally an incident may be deemed bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

The pupils are taught STOP- bullying is **Several Times On Purpose**.

The four main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist/homophobic remarks)

- Indirect (spreading rumours, excluding someone from social groups)
- Cyber bullying including through social media and text messages

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately. Bullying can take place between:

- Children and young people
- Children, young people and staff
- Between staff
- Individuals or groups

### **Signs and Symptoms**

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils will be encouraged to report bullying.

All school staff should be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

Further symptoms to look out for include:

- Being frightened of walking to or from school
- Changes to their usual routine
- Being unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or “go missing”
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous & jumpy when a cyber-message is received

It is important to note that these signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Prevention**

As far as possible we will seek to eliminate bullying at Pear Tree Community Junior School through education and by teaching methods for helping children to prevent bullying.

These include:

- Following our three school rules: Be Ready, Be Respectful, Be Responsible
- Writing a set of class rules annually and reviewing these through the year
- Co-operative group work
- Targeted support provided led by learning mentors
- Through our PSHE curriculum
- Taking part in national initiatives such as anti-bullying week
- Reading stories about bullying and having them read to a class or assembly
- Having regular discussions about bullying and why it matters
- School Council
- Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

At times, however, bullying may occur despite these methods of prevention.

### **Reporting and Responding 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.

School has a responsibility to respond promptly and effectively to issues of bullying. Our school has clear and well publicised systems to report bullying for the whole community (including staff, parents/carers, children and young people) this includes those who are victims of bullying or have witnessed bullying behaviour (bystanders). We teach pupils the STOP – **Start Telling Other People**

The systems for reporting bullying are as follows:

- Children and young people should report concerns about bullying behaviour to their teacher or a member of the nurture team. If passed to a class teacher, staff should pass on the information to member of the Nurture Team. Should initial action not achieve the desired outcome, they should discuss with a senior member of staff to take further action.
- Parent/Carers can report concerns to the office, who will endeavour to find a member of senior staff or the nurture team immediately to discuss the concern. If no one is available parents will be contacted on the same day at the earliest opportunity.
- Visitors and other bystanders should refer any concerns about bullying behaviour to a member of the senior leadership team.

Each case of bullying will be investigated involving all parties. This may follow the format below if it is appropriate to the situation:

- Step one -Talk to the victim (what is the problem? What has happened? Who is involved? Are there any witnesses? What would you like to be different?)
- Step two –talk to the people involved (alleged perpetrators/witnesses)
- Step three – discuss possible actions and sanctions and inform victim and perpetrator and parent/carer of these
- Step Four – Meet with them again to monitor and check progress
- Step Five – Review actions and progress with parents

### **Outcomes**

If possible, the pupils will be reconciled after the incident/incidents have been investigated and responded to according to the situation, for example, circle of friends, individual work with the victim and /or

perpetrator, referral to outside agencies. Each case will be monitored to ensure repeated bullying does not continue. Sanctions will be applied according to the school behaviour policy. Serious incidents and incidents of continual bullying may result in exclusion. All incidents of bullying are recorded on individual pupil files.

### **Recording bullying and evaluating the policy**

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be initially recorded on a form in the Behaviour folder, which will be kept on the Senior Management one drive. The information stored will be used to ensure individuals incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy. This information will be presented to governors as part of the Head of School's report to Governors and used in the process of updating the policy. From this analysis the Anti-Bullying team will draw up an action plan related to the areas of good practice in successful schools.

### **Guidance for Parents**

- If a parent has any concerns about their child, they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the Senior Leadership Team
- The Head of School is always informed of any bullying concerns and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Head of School
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil (See Transform Trust Parent Code of Conduct)
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately, they should follow the schools' complaints policy.

### **If your child is experiencing any form of electronic/cyberbullying:**

- Ensure your child is careful whom they give their mobile phone number and usernames to
- Check exactly when a threatening message was sent and keep evidence of offending e-mails, text messages or online conversations. Do not delete messages and if possible, take screen shots of the offensive messages.
- If the bullying involves a pupil from school contact the school to report this
- contact the service provider to report the incidents
- If the cyberbullying is serious and a potential criminal offence has been committed, you should consider contacting the police.

### **If your child is displaying bullying behaviour:**

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Show your child how he/ she can join in with other children without bullying.
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others.
- Regularly check with your child how things are going at school.

- Give your child lots of praise and encouragement when he/ she is co-operative or kind to other people.

The school will review this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.