



*Kirkstall St Stephen's
C of E (VA) Primary School*

Anti-Bullying Policy

November 2025

This school is committed to safeguarding and promoting the wellbeing of all children, and expects our staff and volunteers to share this commitment.

Our KSS Vision

We are cherished – we aim to create a caring environment where all children and staff feel welcome, valued, supported and respected.

We are challenged- through a stimulating and challenging learning environment, where achievements are recognised but it is also safe to fail, increasing our resilience.

We are children of God – we recognise the value of each and every individual, encouraging everyone's unique spiritual development and potential.

Our Ethos Statement

Our school ethos is represented by the KSS Values Tree; showing children's growth as a tree planted firmly into God's sustaining love and rooted in our school values of: trust, justice, perseverance, respect, thankfulness and forgiveness.

This is based on Psalm 1:1-3.

Happy are those

who reject the advice of evil people,
who do not follow the example of sinners
or join those who have no use for God.

2
Instead, they find joy in obeying the Law of the LORD,
and they study it day and night.

3
They are like trees that grow beside a stream,
that bear fruit at the right time,
and whose leaves do not dry up.

They succeed in everything they do.

Anti- bullying Contract

We at St Stephen's CE Primary School endeavour to create a safe and stimulating environment where everyone knows that they are valued. A person has the right to be treated with respect and has the responsibility to treat others in the same way. Children are given confidence and strategies to speak up and tell of any bullying experiences, knowing that positive action will be taken.

Definition

- Bullying can be defined as '**behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally**'. DfE 'Preventing and Tackling Bullying.
- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- KSS recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Bullying is recognised by KSS as being a form of child on child abuse; children can abuse other children.
- Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".
- We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.
- All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

Forms and Types of Bullying Covered by this Policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic bullying)
 - Gender based bullying, including transphobic bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act).

This policy is based on DfE guidance "[Preventing and Tackling Bullying](#)" July 2017 and supporting documents. It also considers the DfE statutory guidance "[Keeping Children Safe in Education](#)" and "[Sexual violence and sexual harassment between children in schools and colleges](#)" guidance. The setting has also read Childnet's "[Cyberbullying: Understand, Prevent and Respond: Guidance for Schools](#)".

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- o The Education and Inspection Act 2006, 2011
- o The Equality Act 2010
- o The Children Act 1989
- o Protection from Harassment Act 1997
- o The Malicious Communications Act 1988
- o Public Order Act 1986.

School policies that support this anti-bullying policy are:-

- KSS Behaviour policy
- KSS Online Safety and Acceptable use policy

Aims and Objectives

- To promote a secure and happy environment free from threat, harassment or any type of bullying behaviour
- To create a school ethos in which bullying is regarded as unacceptable
- To produce a consistent school response to any bullying incidents that may occur
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps maintain bullying-free environment

Curriculum

Our PSHE curriculum 'You me and PSHE' includes topics that constantly promote equality and acceptance to encourage kindness to self and one another.

Two specific topics in Year 3 and year 5 relate directly to bullying. Please see below the overview for each:

Year 3: Keeping safe and managing risk:

Bullying – see it, say it, stop it

Pupils learn:

- to recognise bullying and how it can make people feel
- about different types of bullying and how to respond to incidents of bullying
- about what to do if they witness bullying

Year 5: Identity, society and equality:

Stereotypes, discrimination and prejudice (including tackling homophobia)

Pupils learn:

- about stereotyping, including gender stereotyping
- workshop from Diversity Role Models or Equaliteach
- about prejudice and discrimination and how this can make people feel

Procedures for dealing with the subject of bullying in school

Bullying is always unacceptable and always serious. We are committed to creating a safe environment where children can learn and play, can talk about their worries, confident that an adult will listen and offer them help

First and foremost our school PHSCE curriculum will ensure that each Year Group addresses issues related to bullying. This may take the form of an explicit approach or maybe implicit, in terms of looking at friendships and valuing each other; appreciating differences, to develop individual self-confidence. In addition to this, the issue of bullying in its many forms is the focus of circle times and discussions, also we will include an 'Anti-bullying' week into the school calendar each year.

Dealing with incidents of Bullying

We have two aims when reacting to incidents of bullying

1. To make the child who has been bullied feel safe
2. To encourage better behaviour from the child who has displayed bullying behaviours, the colluders and the by-standers

Minor Incidents

These might involve a minor physical or verbal incident between victim (s) and perpetrator (s). These will be dealt with by the class teacher, teacher on playground duty or lunchtime supervisors. The class teacher should be verbally informed, and the incident will be recorded on the school's CPOMS online behaviour logging program and sent to the head teacher, deputy head and class teacher.

A decision will be made by the KSS Senior Leadership as to whether the incident qualifies as bullying after a review of prior incidents and if so, parents of the victim (s) or perpetrator (s) will be informed and suitable actions taken, as per the school's behaviour policy.

Major Incidents

These would include more serious physical or verbal incidents between victim (s) and perpetrator (s). Senior Leadership would be verbally informed and incidents recorded on CPOMS. Where these incidents occur at a dinner time the child concerned will be sent to either the Headteacher or Deputy Head or another member of the senior leadership team. Parents would be informed of the initial incident and action taken.

Once again, a decision will be made by the KSS Senior Leadership as to whether the incident qualifies as bullying after a review of prior incidents and if so, parents of the victim (s) or perpetrator (s) will be informed and suitable actions taken, as per the school's behaviour policy.

Bullying Outside the School Premises

Bullying outside school is any incident of bullying which occurs anywhere off the school premises, such as on school or public transport, outside of local shops, in the town or village centre or cyber bullying.

Headteachers have the legal power to discipline their pupils for bullying incidents that occur outside of school premises, as described above. The Headteacher is only permitted to discipline the pupil to a reasonable extent, in line with the school behaviour policy. The DfE'S guidance for preventing and tackling bullying states that 'where bullying outside the school is reported to school staff, it should be investigated and acted on'.

Sanctions

In all cases of bullying the intention is to resolve the problem. Care should be taken not to stereotype children. Those involved in bullying others need encouraging to behave in a way which reflects our commitment to caring for each other. When sanctions are applied they will follow those in our Behaviour Policy.

Sustained incidents of bullying

If the child who is bullying does not respond to the sanctions in place in the first instances the consequences for persistent bullying potentially are;

- Move from the current classroom
- Exclusion from the playground at playtimes
- Exclusion from the school premises at playtimes
- Arrangement for the parent to bring the child to school and collect them if this isn't part of their normal routine
- Temporary exclusion
- Permanent exclusion

Support

Victims of bullying may need ongoing support. This can be provided in a variety of ways including

- Talking to an adult
- Pastoral leader involvement – discussion, activities, booklets on bullying, software, materials from e.g. Childline
- Informing parents
- Access to "Chill Out" Club
- Raising staff awareness
- Circle time – an opportunity for the children to discuss issues and express their feelings and viewpoints within clearly agreed boundaries e.g. not naming individuals
- Questionnaires
- School Council discussions
- Assemblies
- Home visits
- Worry Box – a place to write down your worries for an adult to see

Support for the perpetrator will take place in the form of

- Access to the Pastoral leader
- Behaviour plans
- Meeting with parents on a regular basis
- Member of SLT meeting with child and also catching up with teacher regarding behaviour

The Role of the Governing Body

The Governors on the Curriculum Committee will monitor the effectiveness of this policy.

Staff & Governors will ensure the policy is adhered to and revised as appropriate.

The Governing body, Headteacher and the Deputy Headteacher will review the needs of the teaching and support staff and provide INSET via external courses and in school training. The needs of the school, pupils and the interests of staff will also be taken into account when planning INSET.

Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/uk-council-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Race, Religion and Nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org

- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBTQ+

- Barnardo's LGBTQ Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual Harassment and Sexual Bullying

- NSPCC 'Report Abuse in Education' Helpline: [0800 136 663](tel:0800136663) or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying/investigating-and-responding-sexual>
- Childnet Project DeShame (Online Sexual Harassment and Bullying): www.childnet.com/our-projects/project-deshame