



Brimscombe C of E (VA) Primary School Anti-bullying & Hate Policy

Approved and ratified by: FGB

Date: 11th December 2025

Review: Annually December 2026

***'Stay alert and hold firmly to all you believe. Be mighty and full of courage. Let love and kindness be the motivation behind all that you do.'* 1 Corinthians 16:13-14**

Who is this policy for?

This policy outlines the commitment of the staff and Governors of Brimscombe CofE (VA) Primary School to ensure that equality of opportunity is available to all members of the school community. These include:

- Pupils
- Teaching staff
- Support staff
- Parents/Carers/Guardians
- Governors
- Visitors to the school
- Students on placement

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This policy is intended to be a point of reference for all stakeholders but especially the staff (including temporary staff and students) and parents/carers.

1. Introduction

We are committed to providing a caring, inclusive, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere.

We are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

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In line with the [Equality Act 2010](#) it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- 'Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and foster good relations between people who share a protected characteristic and people who do not share it' (Section 149, Equality Act 2010).

At Brimscombe C of E (VA) Primary School, we are committed to safeguarding and promoting the welfare and well-being of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'.

Where this is the case, the school staff should report their concerns to their local authority children's social care.

This policy is closely linked with our Behaviour Policy, our Safeguarding Policy, our school Code of Conduct and the school's Vision, Aims and Values.

2. Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying and hate, and follow the procedure when bullying is reported.
- All pupils and parents should know what the school policy and approach 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.

Bullying of any kind is unacceptable at our school.

If bullying does occur, all pupils should feel able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows or suspects that bullying is happening is expected to tell a member of staff. The DSL (designated safeguarding Lead)/ Headteacher, or any member of the Senior Leadership Team (SLT), should be made aware of all instances of bullying or suspected bullying. All instances of bullying will be recorded on Child Protection Online Monitoring System (CPOMS).

3. What Is Bullying?

There is no legal definition of bullying.

However, it is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation
- Hate of any kind

Bullying and hate is action taken by one or more children or an adult with the deliberate intention of persistently hurting another child, either physically or emotionally. It can take many forms.

Bullying and hate can be:

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Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence
Racist cultural	racial taunts, graffiti, gestures which pertain to colour, ethnicity and social backgrounds, including gypsy, Roma and travellers
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality, including lesbian, gay bi-sexual and transgender
Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of internet use, such as email & social media misuse; mobile phone texts & calls; misuse of associated technology, i.e. camera & video facilities

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.

HATE CRIME SUPPORT: Support is available from Victim Support for school guidance, and/or one-to-one support and advocacy with pupils and their families (0808 281 0112 <https://www.victimsupport.org.uk>)

Restorative Gloucestershire can provide support to tackle harmful bullying behaviours, reduce exclusion levels and/or prevent unnecessary criminalisation (01452 754 542 www.restorativegloucestershire.co.uk)

4. Prevention

Teachers endeavour to support all pupils in their class and to establish a climate of trust and respect for all within the ethos of a church school. By praising, rewarding and celebrating the success of all pupils, developing high levels of self-esteem, we aim to prevent incidents of bullying. We believe that confident children who feel part of a safe, caring community are less likely to bully others or to become a victim of bullying.

The teachers use Circle Time, PSHCE and RE as a forum to discuss with the children what bullying behaviour is and why it is wrong and unacceptable.

5. Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child...

- is frightened of walking to or from school
- asks to be driven to school
- is unwilling to go to school
- becomes withdrawn, anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in schoolwork
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises

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- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's 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

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. This list is not exhaustive.

6. Procedures

Anyone suspecting a child of bullying or being bullied must:

- 1) Report it to the class teacher in the first instance and record on our Child Protection Online Monitoring System (CPOMS)
- 2) The class teacher will conduct an initial investigation and report the findings to the Headteacher/Designated Safeguarding Lead (DSL) and the person who reported it. All reports of bullying will be logged, whether they are found to be substantiated or not.
- 3) If bullying has taken place:
 - The bully/bullies will be helped to change their behaviour
 - The victim will be counselled and supported
 - The bully and victim will be helped to reconcile their relationship
- 4) In all cases where bullying has been found to have taken place the parents of both the bully/bullies and the victim will be informed.
- 5) If necessary and appropriate support may be sought from external agencies including the police.

7. Outcomes

- 1) The bully/bullies will be asked to genuinely apologise. Other sanctions may be applied.
- 2) In serious cases, temporary or permanent exclusion may be considered.
- 3) If possible, the pupils will be reconciled.
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Links to other policies

This policy should be read in conjunction with:

- Behaviour Policy
- Child Protection and Safeguarding policy
- Home-School Contract