



Loose

Primary School

Anti-Bullying Policy

October 2025

Headteacher: Trevor North

Policy to be reviewed in October 2026

Our Vision: *A school community where potential is limitless.*

Our Mission: We care greatly and ensure the highest quality of learning and character development so that our pupils achieve well and become responsible global citizens.

Loose Values

With trust, we lead

With pride, we act

With respect, we serve

With compassion, we care

With determination, we excel

Key Contacts:

Responsible for this policy: Mr T North

Designated Safeguarding Lead (DSL): Mr T North

Deputy DSLs: Mrs I Dutch, Mrs J Stanley, Mrs H Oliveri, Mrs A Malhotra, Mrs H Ballard

Aims and Purpose of the Policy

To foster a safe and respectful environment, free from the fear of bullying.

To define bullying

To ensure that all members of the community understand their roles and responsibilities.

To create a culture of respect and accountability, encouraging individuals to reflect on their actions and contribute positively to our community.

Responsibilities

The Headteacher is responsible for:

- communicating this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably. Ensuring Governors monitor and review this policy.

All staff are responsible for:

- supporting, upholding and implementing this policy.

Parents/guardians are responsible for:

- supporting their children and working in partnership with the school.

Pupils are responsible for:

- abiding by the policy.

Definition of bullying:

For the purpose of this policy, we use the definition of bullying put forward by the Anti-Bullying Alliance:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.”

<https://anti-bullyingalliance.org.uk/>

Loose Primary School promotes values which reject bullying behaviour and promote compassionate, supportive behaviour. We do recognise that children will experience conflict in their relationships and we are committed to teaching children the skills needed to manage relationships peacefully and in a way that does not hurt others.

- Bullying can happen to anyone. This policy covers all types and forms of bullying including:
- 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
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
 - 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)

Why is it important to respond to bullying?

There is considerable evidence showing that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact attendance and become a significant barrier to learning. Bullying is unacceptable. At Loose we deal promptly and effectively with bullying behaviours.

Our approach:

At Loose, we foster a clear understanding that bullying – in any form – is unacceptable. Preventing bullying is the responsibility of the whole school community and, where there are incidents of bullying, we work together to deal with the situation and learn from what has happened. In our school we do this by:

- Using assemblies and circle times in class to ensure pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating our differences.
- Creating a safe and happy environment with consequent positive relationships having an impact on learning and achievement.
- Developing empathy via our PSHE and Citizenship curriculum, assembly offer, social and emotional learning programmes, circle time, peer mediation and playground buddies.
- Securing the safety of the target of bullying and hearing their views.
- Taking actions to ensure the bullying behaviour stops.
- Work with both parties to find solutions to move forwards peacefully.
- Reflecting on what we learn as we navigate incidents of bullying.
- Communicating with parents where we believe their child is the victim or perpetrator of bullying behaviour.
- Monitoring and reviewing all incidents of bullying to identify trends and learning needs amongst our pupils.
- Giving pupils the opportunity to feedback on how safe and happy they feel at school through pupil questionnaires and Student Council meetings.

Procedures for parents/guardians

If a parent has concerns about their child, they should speak to the Class Teacher in the first instance. If the issue is due to bullying, it will be referred to the Deputy Headteacher/Phase Leader. If a parent feels unable to contact the Class Teacher, they should contact the office to make an appointment to speak to the Deputy Headteacher/Phase Leader. 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 pupils involved. The school will deal directly with parents and children involved. Parents will be kept informed of actions the school is taking. If parents feel that their concern has not been dealt with appropriately, they can follow the school's complaints policy.

Staff Training

At Loose we are committed to providing training for staff on implementing the Anti-Bullying Policy and at any time, staff are able to seek support from members of SLT and/or DSLs as needed.

Staff Induction

All staff joining Loose undertake an induction with the Designated Senior Lead for Safeguarding. Effective induction highlights procedures, policies and factual information, induction discussions also provide a good opportunity to confirm the conduct expected of staff within the school, share and promote the school vision and values. The employee will be encouraged to raise any concerns he/she has about the new role, including highlighting training and development needs.

The precise elements of the induction may vary, depending on the role and whether the post holder has worked in a school before. Nevertheless, there are a number of key areas that will be covered by the senior leader doing the induction or DSL. These include the Anti-Bullying Policy and The Staff Code of Conduct.

Monitoring and Review

This policy will be reviewed by the SLT on an annual basis, who will make any necessary changes and communicate these to all members of staff, pupils and parents/carers.

This policy has been written in conjunction with the guidance issued from the DfE Behaviour in Schools Publication, February 2024. The SLT will ensure that they continue to stay up to date and adhere to latest guidance set by the DfE.

https://assets.publishing.service.gov.uk/media/65ce3721e1bdec001a3221fe/Behaviour_in_schools_-_advice_for_headteachers_and_school_staff_Feb_2024.pdf

This policy links with several school policies, practices and action plans including:

- Behaviour policy
- Complaints procedure
- Child protection/safeguarding policy
- Online safety and Acceptable Use Policies (AUP)

Useful links and supporting organisations:

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:

www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf

Childline: www.childline.org.uk

Childnet: www.childnet.com

DfE 'Advice for parents and carers on cyberbullying':

www.gov.uk/government/publications/preventing-and-tackling-bullying

Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters

Educate against Hate: www.educateagainsthate.com

Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk

Family Lives: www.familylives.org.uk

Internet Watch Foundation: www.iwf.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Proud Trust: www.theproudtrust.org

Show Racism the Red Card: www.srtrc.org/educational

Stop Hate: www.stophateuk.org

Stonewall: www.stonewall.org.uk

UK Safer Internet Centre: www.saferinternet.org.uk