

Kinoulton Primary School



Anti-Bullying

September 2026

Review date: Autumn term 2027

Anti-Bullying Policy

1. Aims

At Kinoulton Primary School, we are committed to providing a safe, inclusive and respectful environment where all pupils can learn and thrive.

We do not tolerate bullying in any form. We promote positive relationships, celebrate diversity and teach pupils to treat others with kindness, dignity and respect.

This policy supports our commitment to:

- Safeguarding and promoting the welfare of children.
- Equality, diversity and inclusion.
- The British Values of:
 - Democracy
 - The Rule of Law
 - Individual Liberty
 - Mutual Respect
 - Tolerance of those with different faiths and beliefs
- Preventing discrimination, harassment and victimisation in line with the Equality Act 2010.

2. Definition of Bullying

Kinoulton Primary School adopts the definition used by the Anti-Bullying Alliance:

"Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online."

We teach children the acronym **STOP: Several Times On Purpose** to help them understand bullying.

Bullying is different from occasional disagreements or friendship difficulties. While these incidents may still require adult support, they do not always constitute bullying.

3. Protected Characteristics and Equality

Bullying related to any protected characteristic is taken particularly seriously.

Under the Equality Act 2010, protected characteristics include:

- Age

- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership

Pupils may also experience bullying because they are perceived to have a protected characteristic or because of their family background, appearance, additional needs or personal circumstances.

The school actively challenges prejudice, discriminatory language and stereotypes. The children are taught about the protected characteristics and weekly assemblies focus on these.

4. Types of Bullying

Bullying may be:

- Physical
- Verbal
- Emotional
- Social or relational
- Online (cyberbullying)
- Prejudice-based, including racist, disablist, homophobic, biphobic, transphobic or faith-based bullying

All forms of bullying are treated seriously and all allegations of bullying are recorded on CPOMS and investigated.

5. Reporting Concerns

Pupils, parents, staff and visitors are encouraged to report any concerns about bullying immediately.

Concerns can be reported to:

- A class teacher
- Any member of school staff
- A member of the safeguarding team
- The Headteacher

All concerns will be listened to and recorded appropriately. In most cases, alleged bullying incidents are recorded on CPOMS, alongside any actions taken as a result. Staff recording incidents should make it clear if an incident is alleged or confirmed (there are separate categories for these within the 'behaviour' category).

Incident

Category Suggestions

Categories

- ☐ Attendance ☒ Behaviour ☐ Cause for Concern ☐ Child Protection ☐ Contact with External Agency
☐ Contact with Parents ☐ ELSA ☐ Medical ☐ Mental Health and Wellbeing ☐ Peer on Peer ☐ Safeguarding Concern
☐ SEND ☐ Sexual Harassment

Behaviour Subcategories

- ☒ Bullying - alleged ☐ Bullying - confirmed ☐ Orange Slip ☐ Red Letter ☐ Yellow slip - disrespectful behaviour
☐ Yellow slip - interrupting ☐ Yellow slip - not following instructions ☐ Yellow slip - not listening
☐ Yellow slip - talking in the line/assembly ☐ Yellow slip - uniform

6. Responding to Bullying

All reports of bullying will be taken seriously and investigated. Any alleged bullying will be investigated to confirm whether bullying has occurred.

The school's response may include:

- Speaking with all pupils involved
- Supporting the child who has experienced bullying
- Working with the child displaying bullying behaviour to change attitudes and behaviour
- Contacting parents or carers where appropriate
- Applying sanctions in line with the Behaviour Policy
- Implementing restorative approaches
- Seeking support from external agencies where necessary
- Monitoring the situation to ensure bullying has stopped

The welfare and safety of all pupils involved will remain our priority.

7. Prevention

We believe prevention is the most effective approach to tackling bullying.

The school promotes positive behaviour through:

- A strong RSHE curriculum
- Online safety education
- Safeguarding and wellbeing initiatives
- Pupil voice opportunities
- Celebration of diversity and inclusion
- Positive role modelling by staff
- Clear behaviour expectations
- Assemblies, themed events and awareness campaigns

Through these approaches, pupils learn to respect differences, challenge prejudice and uphold British Values.

8. Roles and Responsibilities

Headteacher

The Headteacher has overall responsibility for implementing and monitoring this policy.

Designated Safeguarding Lead (DSL)

The DSL ensures bullying concerns are responded to appropriately and safeguarding procedures are followed where necessary.

Staff

All staff are responsible for:

- Promoting positive relationships.
- Challenging bullying behaviour.
- Reporting and recording concerns.
- Supporting pupils affected by bullying.

Governors

Governors monitor the effectiveness of the school's anti-bullying arrangements and ensure statutory duties are met.

9. Monitoring and Review

The school records and monitors incidents of bullying to identify patterns and inform future practice.

This policy will be reviewed annually or sooner if required by changes in guidance or legislation.