



Anti-bullying Policy



7th July 2026



Statement of Intent

At Didsbury CE Primary School, all pupils are entitled to learn in a safe, secure and supportive environment, free from all forms of bullying, harassment and discrimination. This policy outlines how incidents of bullying are prevented, identified, recorded and addressed.

Rooted in our Christian vision and values, Didsbury CE Primary School promotes dignity, respect, compassion, forgiveness and reconciliation. We are committed to ensuring that every member of our school community is valued, nurtured and able to flourish in an environment free from bullying and prejudice.

Bullying of any kind is unacceptable and will not be tolerated. We take all incidents seriously and recognise our responsibility to safeguard children from harm. Everyone has the right to be treated with respect, and pupils who engage in bullying behaviour need support and guidance to develop more positive ways of interacting with others.

At Didsbury CE Primary School, we acknowledge that bullying can occur. When it does, all members of our community should feel confident that concerns will be listened to, acted upon promptly and dealt with effectively in accordance with this policy.

The school adopts a zero-tolerance approach to bullying. Staff, governors, parents and pupils work collaboratively to create a culture in which bullying is prevented and challenged.

Aims and Objectives

The school aims to prevent and effectively address all forms of bullying through a proactive whole-school approach.

The implementation of this policy will:

- Create a culture where bullying is recognised as unacceptable.
- Ensure all pupils feel safe, valued and respected.
- Promote positive relationships throughout the school community.
- Support pupils to understand their responsibilities towards others.
- Provide clear procedures for reporting and responding to concerns.

This will be achieved through the following:

- The school will meet its legal requirement to have an effective Anti-Bullying Policy.
- All pupils, staff, governors and parents/carers will understand what bullying is and how it differs from friendship issues and conflict.
- All staff will know how to identify, report and respond to bullying incidents.
- Pupils and parents/carers will understand how concerns can be reported.
- Pupils and parents/carers will receive support when bullying is reported.
- Whole-school initiatives, assemblies, curriculum opportunities and staff training will be used to prevent bullying.

- Leaders will regularly analyse incidents and take action to address patterns and emerging concerns.
- A positive, caring and inclusive environment will be maintained where everyone can learn and work without fear of bullying.

What is Bullying?

Bullying is the **repetitive and intentional hurting of one person or group by another person or group where there is an actual or perceived imbalance of power.**

Bullying can be physical, verbal, psychological or online. It may occur face-to-face or through digital technologies.

Bullying is generally characterised by:

- **Repetition:** incidents occur repeatedly over time.
- **Intent:** there is a deliberate intention to cause harm, distress or fear.
- **Targeting:** the behaviour is directed towards an individual or group.
- **Power Imbalance:** the bully has real or perceived power over the victim.

Types of Bullying

Emotional	Verbal	Physical	Racist	Online/Cyber bullying
<ul style="list-style-type: none"> • Excluding others • Intimidation • Humiliation • Coercion • Threatening behaviour 	<ul style="list-style-type: none"> • Name-calling • Teasing • Mocking • Sarcasm • Spreading rumours • Threatening language 	<ul style="list-style-type: none"> • Hitting • Kicking • Punching • Pushing • Spitting • Damaging property • Taking or hiding belongings 	<ul style="list-style-type: none"> • Racist language • Racial taunts • Stereotyping • Discrimination based on ethnicity, nationality or culture 	<ul style="list-style-type: none"> • Abusive messages • Harmful online content • Fake accounts • Social media abuse • Sharing images without consent

Bullying and Protected Characteristics

Didsbury CE Primary School recognises that bullying can be motivated by prejudice against individuals or groups.

The school actively challenges and records incidents relating to:

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

The school is committed to ensuring that all pupils feel safe and respected regardless of their background or identity.

Bullying is Not

It is important to understand that bullying is different from:

- Occasional disagreements.
- Friendship fallouts.
- One-off incidents of unkindness.
- Accidental harm.
- Isolated arguments.

Children and young people inevitably experience conflicts as they develop social skills. Such incidents may require support and intervention but do not necessarily constitute bullying.

Statutory Responsibilities

This policy should be read alongside:

- Behaviour Policy
- Child Protection and Safeguarding Policy
- Online Safety Policy
- Equality Information and Objectives
- The latest version of Keeping Children Safe in Education (KCSIE)

Under the Equality Act 2010, Didsbury CE Primary School has a responsibility to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity.
- Foster good relations between people who share protected characteristics and those who do not.

Signs of Bullying

Staff will remain vigilant for signs that may indicate a pupil is being bullied.

These may include:

- Reluctance to attend school.
- Increased anxiety.
- Social withdrawal.
- Low self-esteem.
- Changes in behaviour.
- Deterioration in attendance.
- Unexplained injuries.
- Loss or damage to possessions.
- Changes in friendship groups.
- Regular complaints of illness.
- Changes in eating habits.
- Difficulty sleeping.
- Reduced engagement in learning.
- Aggressive behaviour towards others.
- Emotional distress.

These signs may indicate other concerns; however, any safeguarding concerns will be investigated promptly.

Reporting and Responding to Bullying

All staff will respond calmly, consistently and professionally to allegations or incidents of bullying.

The following procedures will be followed:

1. All staff will be familiar with the Anti-Bullying Policy.
2. All staff will receive appropriate training on recognising and responding to bullying.
3. An open culture will be maintained where pupils feel confident reporting concerns.
4. Incidents will be recorded on CPOMS.
5. Concerns will be reported to the Designated Safeguarding Lead (DSL), Deputy DSL or a member of the Senior Leadership Team (SLT).
6. Immediate steps will be taken to ensure the victim feels safe.
7. Appropriate support will be provided.
8. Staff will speak separately with all pupils involved.
9. A restorative and solution-focused approach will be used wherever appropriate.
10. Opportunities for reconciliation and rebuilding relationships will be explored.
11. All actions and outcomes will be recorded on CPOMS.
12. Parents/carers will be informed where appropriate.
13. Cases will be monitored to ensure bullying has ceased.
14. External agencies, Children's Services or the Police will be involved where necessary.

Recording and Monitoring

The school will:

- Record all bullying incidents on CPOMS.
- Record and monitor prejudice-related incidents.
- Analyse incidents termly.
- Identify patterns, vulnerable groups and locations.
- Report trends and actions to governors.
- Use findings to strengthen safeguarding and preventative measures.

Consequences and Sanctions

Where restorative approaches are unsuccessful, sanctions may include:

- Verbal or written apologies.
- Loss of privileges.
- Loss of social times.
- Increased adult supervision.
- Meetings with parents/carers.
- Internal isolation.
- Referral to senior leaders.
- Fixed-term suspension.
- Permanent exclusion in the most serious circumstances.

Any sanction will be proportionate and in line with the Behaviour Policy.

Strategies for Prevention and Reduction of Bullying

Didsbury CE Primary School adopts a proactive approach to preventing bullying.

Strategies include:

- Agreed class expectations and rules
- Regular anti-bullying assemblies
- A progressive PSHE curriculum
- Relationship and Health Education
- Celebrating diversity and inclusion
- Visible anti-bullying displays
- Playground enhancement initiatives
- Positive behaviour systems
- Staff training and development
- Pupil voice surveys
- Focus groups
- Monitoring behaviour and safeguarding data
- National Anti-Bullying Week activities
- Curriculum activities focused on respect, equality and inclusion

- Encouraging all members of the community to model respectful behaviour

Support for Pupils

Support for Victims

Where appropriate, pupils who experience bullying will receive support through:

- Regular check-ins with a trusted adult.
- Restorative conversations.
- Emotional wellbeing support.
- Friendship and social skills support.
- Support from pastoral staff.
- Referral to external agencies if required.

The school will work to build resilience, confidence and self-esteem.

Support for Pupils Displaying Bullying Behaviour

Pupils who have engaged in bullying behaviour will be supported through:

- Reflection on their actions.
- Restorative conversations.
- Behaviour support plans.
- Targeted pastoral support.
- Meetings with parents/carers.
- Education around respectful relationships.
- Opportunities to repair harm caused.

The aim is to change behaviour and prevent recurrence.

Cyberbullying

Cyberbullying will be treated as seriously as any other form of bullying.

Where cyberbullying impacts a pupil's welfare, behaviour, safeguarding or education, the school will investigate and respond appropriately.

Evidence may include:

- Screenshots.
- Online posts.
- Messages.
- Emails.
- Social media content.

Parents and carers may be asked to support investigations where incidents occur outside school hours.

Monitoring and Evaluation

This policy will be reviewed annually by senior leaders and governors.

The review will consider:

- Bullying incident data.
- CPOMS records.
- Pupil voice surveys.
- Parent feedback.
- Staff feedback.
- Behaviour and safeguarding information.
- National guidance and legislative updates.

Any amendments will be communicated to staff, governors, pupils and parents/carers.