



Heronsgate Anti-bullying Policy 2025-26

Policy information

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Policy author	Thomas Rowlands
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At Heronsgate School, we believe that every individual has equal rights. All children should be able to say they:

- have the right to be treated with respect and kindness
- have the right to be recognised as individuals within our school
- have the right to feel safe
- have the right to learn about themselves and express their views without fear
- have the right to be valued for their individual thoughts without fear
- have the right to receive help and support when needed

At Heronsgate School, bullying is regarded as anti-social behaviour that affects everyone. We are committed to providing a caring, supportive and secure environment where all members of our school community can thrive without fear.

We actively foster cooperation and promote positive behaviour to reduce incidents and prevent bullying. This allows children and staff to reach their full potential in a culture rooted in love, learning and laughter.

Bullying of any kind is unacceptable and will not be tolerated. If it occurs, children and staff should feel confident to report it, knowing it will be addressed promptly and effectively. Anyone aware of bullying is expected to speak to someone they trust.

Someone a child trusts may be:

- A parent/carer or another member of the family
- A teacher, midday supervisor, LSA or any other member of staff
- A peer/friend

Someone trustworthy may be:

- Good at listening
- Caring
- Responsible
- Helpful and supportive
- Understanding
- Calm

What Is Bullying?

The Anti-Bullying Alliance defines bullying as “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.” Bullying can be the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying is not one isolated incident; it is where a child is targeted repeatedly.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

- Discriminatory against diversity - bullying related to protected characteristics (incl. race, religion, sexual orientation, culture, SEND, disabilities); appearance or health conditions, including allergies including those with potential of severe risk to health, or bullying of young carers or looked after children.

Aims:

At Heronsgate School, we believe that bullying is harmful and wholly unacceptable. We are committed to fostering a culture where all children feel safe, supported and free to learn without fear. In line with our ethos of *love, learning and laughter*, we work to prevent bullying through education, clear expectations, and consistent action.

All members of our school community—governors, staff, children and parents—should understand what bullying is, know our policy, and follow it. Children who engage in bullying will be supported to develop more positive behaviours.

We take all reports of bullying seriously. Children and parents can be confident they will be listened to and that concerns will be addressed swiftly, fairly and with care.

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
- changes their usual routine
- is unwilling to go to school
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- 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"
- has unexplained cuts or bruises

- 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

Responding to Bullying at Heronsgate School

While signs of bullying may indicate other issues, they must always be taken seriously and investigated. All forms of bullying are treated with urgency. Reports are recorded on CPOMS and followed up by the class teacher, who may refer concerns to a phase leader or senior staff.

Adults witnessing bullying should report it. When bullying is identified, we act promptly to support the victim and address the behaviour of the child involved. This includes direct conversations, consequences, and guidance to help change behaviour.

Repeated incidents are escalated to the Headteacher, and parents are invited to discuss next steps. In severe or persistent cases, external agencies may be contacted and an Early Help. A Safety Plan for a child may be considered if it is deemed necessary.

We strive to create a culture of respect, trust and celebration, using praise and recognition to build a positive classroom environment.

Parents with concerns should speak to the class teacher first. If unresolved, they may contact the phase leader, deputy headteacher, or ultimately the Headteacher (in this order) Should a concern remain a parent/carer ay contact the Chair of Governors.

Procedures: [see Appendix 1]

- Bullying incident is reported directly or indirectly to a staff member
- Class teacher of child/children involved is informed
- The child (victim of bullying) will be supported as priority to explore what immediate measures can be taken to ensure that they feel safe and supported.
- In all cases of bullying, the incidents will be recorded by staff directly onto Safeguard, our online program and by informing senior leader/safeguarding team
- In serious cases parents should be informed and will be asked to come in for a meeting to discuss the concern raised
- All bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly

- Senior leadership/safeguarding team will be informed of outcomes for both the victim and the perpetrator
- Help will be given to help the alleged bully (bullies) change their behaviour and ensure repeated bullying does not take place - i.e. through Early Help (Tier 1) and this will be recorded on CPOMS.
- Parents will be kept informed about how their child has been supported. Teachers will check in with parents within 2 to 3 weeks. This is to ensure that all parties are satisfied that things have improved and been dealt with effectively. Outcomes:
 - A restorative justice session will take place and separate meetings with each party may also take place
 - Strategies to prevent recurrence will be identified; the bully (bullies) may be asked to genuinely apologise through our restorative practice.
 - If possible, the pupils will be reconciled
 - After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
 - In serious cases, Fixed Term Suspension may result in line with school policies.

These aims are achieved through:

- delivery of the PSHE curriculum
- school and classroom codes of conduct
- the aims and values of the school
- the example set by adults in school and parents out of school
- assembly time
- delivery of the RE curriculum
- explicit expectations of behaviour
- staffing levels on the playground during break and lunchtimes

Useful links:

<https://anti-bullyingalliance.org.uk/tools-information/advice-and-support/if-youre-being-bullied/find-help-and-support>

[Home](#) | [Restorative Justice 4 Schools](#)