

Keresley Grange Primary School

Anti-Bullying Policy

Date of last review: January 2026
Lead reviewer: John Astley
Approved by: Local Governing Body
Approved on: January 2026
Date of next review: January 2028

Aims

The aims of our anti-bullying policy are as follows:

- For all members of the community to understand what bullying is, and that it is unacceptable.
- To create an ethos in which attending our school is a positive experience for all members of our community,
- To make it clear that all forms of bullying are unacceptable at our school.
- To enable everyone to feel safe whilst at Keresley Academies Primary Academy.
- To encourage pupils to report incidents of bullying, including cyber bullying.
- To deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- We maintain and develop effective listening for children and staff within our school.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of our community.
- To ensure all members of our community feel responsible for helping to reduce bullying.
- To ensure staff are trained in listening to children and recognising the signs of bullying.
 - <http://www.anti-bullyingalliance.org.uk>
- Staff are up to date with current guidance.
 - https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/444862/Preventing_and_tackling_bullying_advice.pdf
- To ensure bullying is recorded and incidents tracked.

Definition

This policy refers to all forms of bullying - this includes bullying relating to race, religion and culture, homophobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of cyber technology to bully.

‘Bullying is behaviour by an individual or group, usually repeated over time, that **intentionally** hurts another individual or group either physically or emotionally’ (Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2011, Department for Education)

Bullying will not be accepted or condoned. All forms of bullying will be addressed.

Friendship issues, relational conflict and bullying behaviour

We acknowledge that friendship problems and bullying behaviour can be upsetting for both pupils and parents and carers, but it is important to distinguish between the two, as the responses to friendship problems will be different to the strategies used to address bullying behaviour. Pupils will fall in and out with each other, have arguments, stop talking to each other and have disagreements. This relational conflict can be a normal part of growing up. During a relational conflict or friendship problem groups of pupils may disagree, be very upset and find it difficult to resolve the disagreement without adult help. It is unlikely however, to be repeated behaviour and may even be accidental, but pupils will make an effort to resolve the problem and will want to resolve the problem. However, we recognise that repeated friendship problems or relational conflict can sometimes lead to bullying behaviour particularly when there is an imbalance of power [when a group acts against an individual for example].

Bullying can include:

- Physical pushing, kicking, hitting, pinching etc.
- Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals
- Racial taunts, graffiti, gestures
- Sexual comments, and/or suggestions
- Unwanted physical contact
- Cyber bullying – which can include use of mobile phones, the internet and social media

We are aware that children from ethnic minorities, disabled children and those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.

Prejudice-based bullying

Bullying is often motivated by prejudice against particular groups, on the grounds of ethnicity, religion and belief, sex, gender identity, sexual orientation or disability. It might be motivated by actual differences, perceived differences or as a result of association with someone else.

We record these forms of prejudiced based bullying by their type and report on them to the local authority. This is in recognition that these groups are protected by the Equality Act 2010 because of the prejudice experienced by some groups in the wider society. We also recognise that there are others groups of children and young people who may be vulnerable to bullying including children in care, young carers or those with mental health issues. We recognise therefore that we sometimes have to look at develop specific work or practice to prevent bullying of groups of pupils.

Prejudice-based / hate incident

This is a one-off incident which is perceived by the victim or any other person, to be motivated by hostility, prejudice or ignorance, based on a person's perceived or actual ethnicity, gender, disability, religion, beliefs, sexual orientation or gender identity or their association with someone from one of these groups. These can also include indirect prejudice driven behaviour that is not targeted at one individual. The impact of this expression of prejudice against an equality group whether intentional or not can be damaging and must therefore be responded to as a prejudice based or hate incident. One-off incidents are not bullying, however we separately record prejudiced based incidents identified using the above definition as we recognise the impact they can have and that they could be an indicator of bullying behaviour or contribute to an environment where bullying could happen

Reporting Bullying:

Children:

- All children are encouraged to report any incidents of poor behaviour, including bullying.
- Children can write their concerns and post them into the school Worry Box.
- Children can speak to any member of staff, including the Wellbeing Lead.
- Children are told to report bullying that they know about, not just incidents that they are involved in.

Families:

- Listen to your child and talk to them about any incidents. Try to help them to understand whether it is bullying or poor behaviour.
- Please make a report in person to a member of school staff
- Please contact the school by phone and ask to speak to your child's teacher or the Headteacher/Deputy Headteacher

Please email or phone the school:

Our contact details are:

- [02476 332131](tel:02476332131)
- admin@keresleygrange.coventry.sch.uk

Investigating allegations of bullying

When parents have raised a concern about a potential bullying issue, it is important that they are assured that action will be taken.

Our response will be as follows:

- The Head (or Senior Member of staff), will contact the parent making the report about your concern as soon as practicably possible.

- The Head (or Senior Member of staff) will talk to all parties concerned to establish what has happened and if the incident is considered bullying, considering :
 - Has the incident with the same person or people occurred several times within a reasonably short period of time?
 - Is it a disagreement or the result of play which has got out of hand?
 - Is it a 'falling out of friends' matter?
 - Is the child has at least partial responsibility for the incident?
 - Is there a pattern to the incidents?
 - Is there a change in the child's behaviour?
- The Head (or Senior Member of staff) will talk to the parents of children involved.
- A record will be made on CPOMS.
- Action will be taken to support all parties to ensure the behaviour is not repeated, focused around our core value of RESPECT. This will include repair work to relationships between parties involved in the bullying.
- Consequences may be given, including: A Serious Behaviour Letter or Fixed Term Suspension or Exclusion may follow, at the discretion of the Headteacher.
- Please be aware that we cannot discuss any other child except your own.
- Some forms of bullying such as Racist is reportable to the Local Authority.
- Children involved in any incidents will be monitored for a period of time by school staff following resolution to ensure that the situation improves.

Our approaches to preventing and dealing with bullying:

We believe that everyone involved in the life of Keresley Grange must take responsibility for promoting a common anti-bullying approach.

- We have clear standards of expected behaviour, rewards and consequences.
- Emphasis is made on behaving in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere for learning and life.
- PSHE lessons and class discussions focus on relationships, difference and how to stay safe and who to ask for help if needed
- Assemblies help children to understand how to stay safe and how our RESPECT values help us to get on well together in school
- We raise awareness of bullying, including cyber bullying, through the curriculum including activities, stories, role-play, discussion, peer support, Respect Ambassadors, etc.

Governors

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.
- Identify one governor to be the nominated 'link' within the leadership structure.
 - Our governor is Carol Blair.

Through the development and implementation of this policy, we at Keresley Grange hope that all children, parents/carers and staff will:

- Feel confident that everything is being done to make our school a safe and secure environment in which quality learning can then take place.
- Feel supported in reporting incidents of bullying, including cyber bullying.
- Be reassured that if any member of our school 'tells', they will be listened to with sensitivity and respect, and action will follow.

Monitoring, evaluation and review

The school will review this policy every two years and assess its implementation and effectiveness.

This policy will be promoted and implemented throughout the school.

This policy is part of our commitment to safeguarding children.