



*Kilnhurst St Thomas C of E Primary Academy*

## **Antibullying Policy**

Date of Policy September 2025  
Date of Policy Review September 2026



This policy has been developed and implemented in consultation with the whole school community including pupils, parents/carers, staff, governors and partner agencies. It was written with reference to the Equality Act 2010.

Kilnhurst St Thomas' Primary Academy promotes values which reject bullying behaviour and promote co-operative behaviour. **Tackling bullying matters.**

This should be read alongside our policies on School Improvement, Equality and Diversity, Teaching and Learning, Special Educational Needs and Behaviour and Safeguarding.

### **Statement of Intent**

Kilnhurst St Thomas' Primary Academy is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the Head of School. A clear account of the incident will be recorded on the central behaviour record (CPOMs). All staff will be informed so that close monitoring of the victim and bully can begin.

**Parents of both parties will be informed.**

### **What is bullying?**

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

**In Kilnhurst St Thomas' Primary Academy, our definition of 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"

To support children to understand this definition we use the acronym **STOP** – **S**everal **T**imes **O**n **P**urpose to help pupils identify whether bullying may be taking place. See 'Child Friendly Anti-Bullying Policy'.

### **Why is it important to respond to bullying?**

There is considerable evidence to show that bullying has both short term and longer-term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- o Everybody has the right to be treated with respect.
- o Everybody has the right to feel happy and safe.
- o No-one deserves to be a target of bullying.
- o Pupils who bully need to learn different ways of behaving

We know from national research that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

### **Types of bullying behaviour**

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language.
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

### **Preventing Bullying**

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying, we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy including a child/pupil friendly version of our policy.
- Using Collective Worship/ Assemblies to ensure that pupils understand the differences between relational conflict and bullying.
- Having regular PSHE sessions to support children to understand positive relationships and how to relate to one another.
- Building a positive ethos based on respecting and celebrating all types of difference in our school. **Everyone is welcome at St Thomas and can part of our family'**
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Develop empathy and social skills and support children to help one another: playground leaders, Upstanding School Prefects, School Council Comms team, Wellbeing Ambassadors and the buddy bench.
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Raising awareness of online bullying through regular e-safety lessons.
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.

### **When incidents of bullying or perceived bullying occurs, we**

- Provide assurances to child that concerns have been listened to and action will be taken.
- Consider who else is involved and what roles they have taken.
- Send clear message that the bullying must stop.
- Work with both parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequences.
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.

### **Reporting bullying**

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

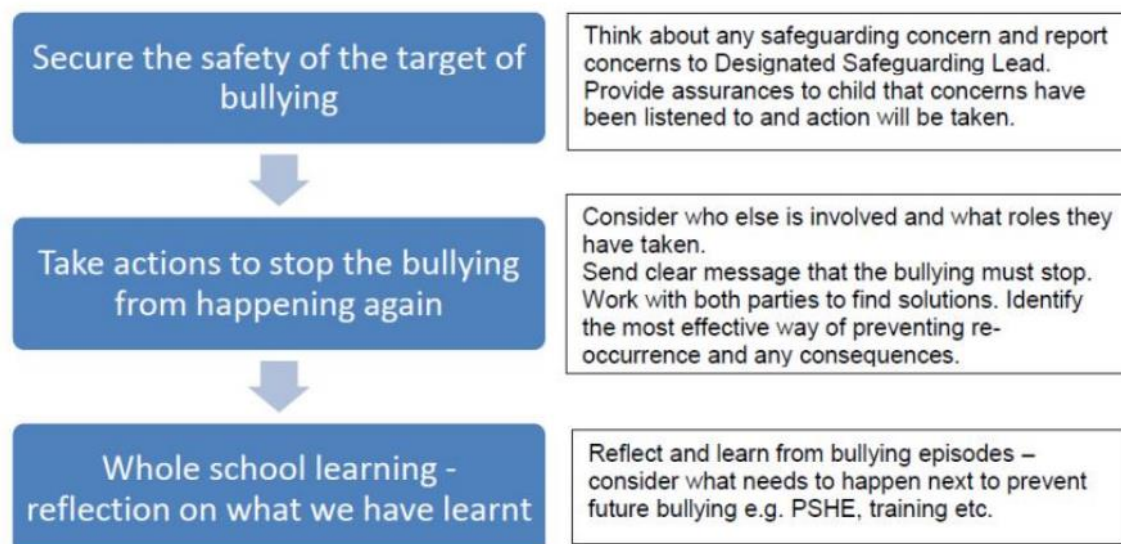
- A trusted adult
- Their class teacher/TA
- Some classes have a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult. There is an additional box outside of the Head's office.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher.

When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

### **Responding to Bullying**



We monitor and review all bullying incidents to determine any patterns or trends that may require further action. We also record all bullying, alleged bullying and perceived bullying incidents on our central behaviour tracking system.

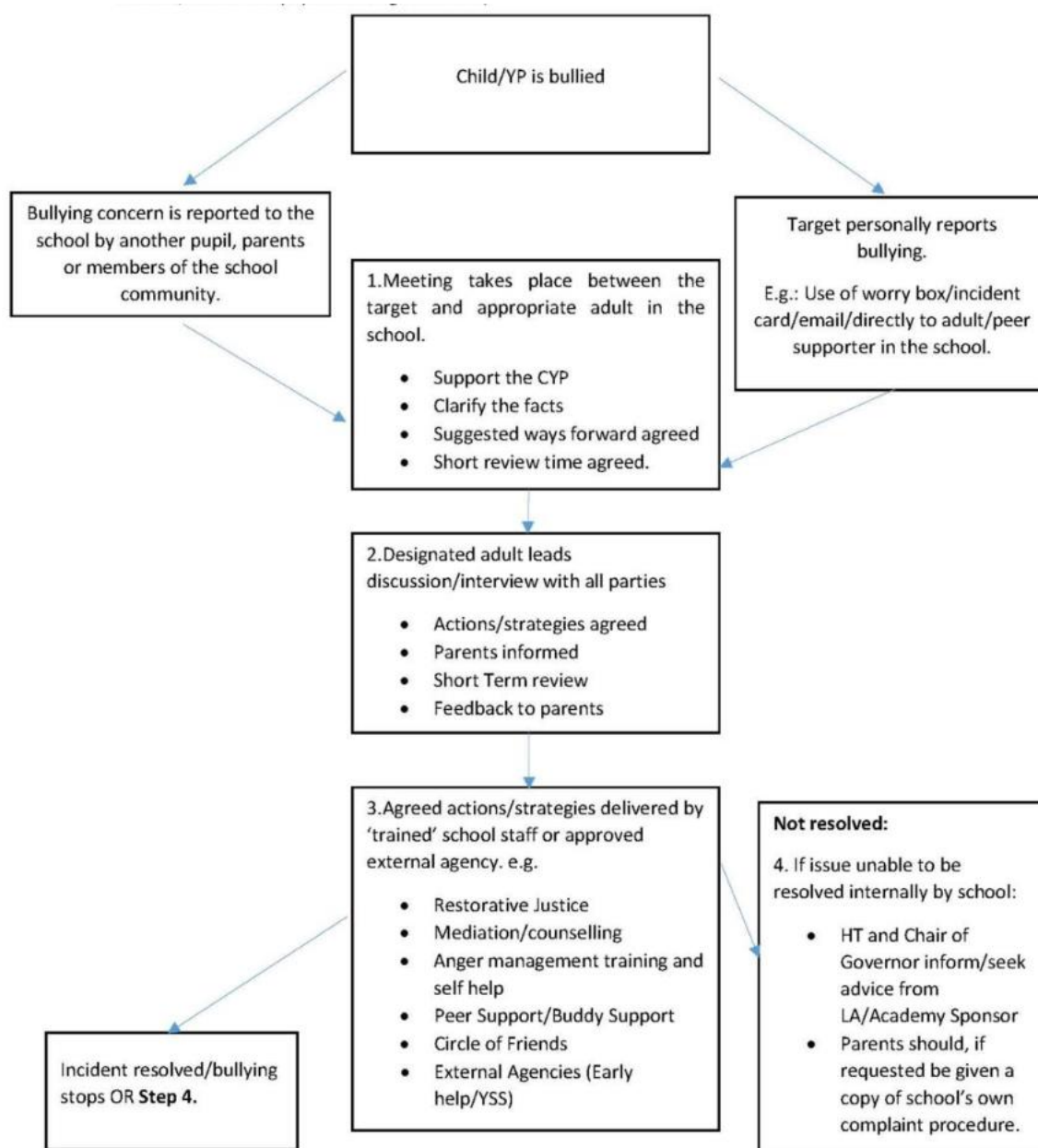
On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and School Ambassadors.

### **Parents**

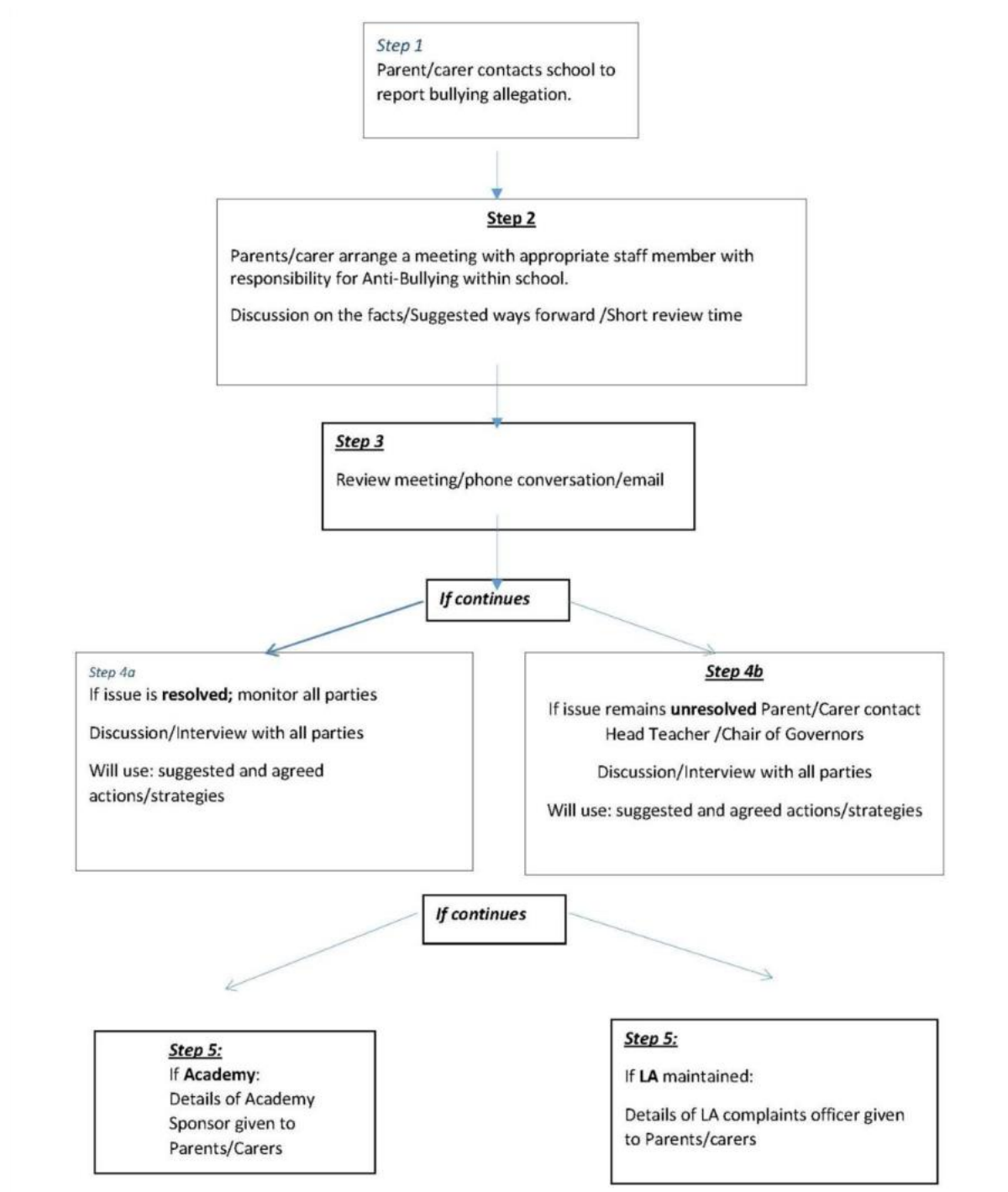
- If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the Head of School. The Head of School is always informed of any bullying concerns at Kilnhurst St Thomas' Primary Academy and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Head of School.
- 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 the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately they should follow the school's complaints policy. This is available on the school website or on request from the school office.

**All members of the school community, including pupils, staff, parents and Local School Board members, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.**

**Appendix 1:** Recommended procedures in school for reporting bullying: ***Pathways of help.***



## Appendix 2: PATHWAYS OF HELP- Parents/carers



### Appendix 3: Support agencies we may consult.

Ann Foxley-Johnson: The Anti-Bullying [Company theantibullyingco@gmail.com](mailto:theantibullyingco@gmail.com)

Rotherham School Improvement Service [healthyschools@rotherham.gov.uk](mailto:healthyschools@rotherham.gov.uk) Call:  
01709 334005

Rotherham Educational Psychology Service – [l.morris@rotherham.gov.uk](mailto:l.morris@rotherham.gov.uk)

Russell Oxley: Rotherham LGBT Youth Group: Rotherham LGBT Youth Group is safe, secure and confidential place for LGB&T young people aged 13 to 19 to meet. Contact: Russell Oxley Email: [russell.oxley@rotherham.gov.uk](mailto:russell.oxley@rotherham.gov.uk) Call/Text: 07748 143280

Rotherham MIND; Rotherham & Barnsley Mind is committed to promoting good mental health and emotional well-being by providing high quality support in a variety of settings. <http://www.rbmind.co.uk/> Call: 01709 554755

Safe Havens - a young person's mental health and emotional well-being support service, which is available to young people, aged 11-16 at some Rotherham Secondary Schools and Young People's Centres. [www.safehavens.org.uk](http://www.safehavens.org.uk)

### External Agencies

Anti-bullying Alliance: the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues. [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Kidscape: They equip young people, parents and professionals with the skills to tackle bullying and safeguarding issues across the UK. [www.kidscape.org.uk](http://www.kidscape.org.uk) Call: 02077303300

ChildLine: advice and stories from children who have survived bullying  
Call: 08000 1111 [www.childline.org.uk](http://www.childline.org.uk)

Bullying on line:  
[www.bullying.co.uk](http://www.bullying.co.uk)

The Diana Award: The Diana Award: Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors. <http://www.antibullyingpro.com/>

The BIG Award: The Bullying Intervention Group (BIG) offer a national scheme and award for Schools to tackle bullying effectively. <http://www.bullyinginterventiongroup.co.uk/>

DITCH THE LABEL: One of the UK's largest and most ambitious anti-bullying charities. They provide support to thousands of young people aged 13-25 through their work and partnership with schools, colleges, parents/guardians, young people and other youth organisations. <http://www.ditchthelabel.org/>



## Online Bullying

**National Online Safety Helping schools meet their statutory safeguarding and curriculum requirements through the most comprehensive online safety programme for educators, parents and children <https://nationalonlinesafety.com/>**

Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers. [www.thinkyouknow.co.uk](http://www.thinkyouknow.co.uk)

ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves <http://www.childnet.com/>

Google Be Internet Legends - Google and Parent Zone have created Be Internet Legends - a FREE internet safety curriculum for schools, supporting 7-11-year-old pupils to stay safe and be confident online. <https://parentzone.org.uk/projects>

Digizen: provides online safety information for educators, parents, carers and young people. Advice on Child Internet Safety 1.0: The UK Council for Child Internet Safety (UKCCIS) has produced universal guidelines for providers on keeping children safe online.

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting [www.chatdanger.com](http://www.chatdanger.com)

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)

Sexting : “Cyberbullying” A qualitative study of children, young

People and ‘sexting’ A report prepared for the NSPCC 2012 <http://www.nspcc.org.uk/globalassets/documents/research-reports/qualitative-study-children-young-people-sexting-report.pdf>

## **LGBT&Q:**

**Outside the Box** is a resource for those working with young people from Early Years through to Key Stage 5, supporting them to promote gender equality throughout their settings and tackle sexism and sexual harassment. The resource provides advice and techniques for educators, as well as practical lesson plans and activities. <https://equaliteach.co.uk/education/classroom-resources/outside-the-box/>

Schools Out: Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education. [www.schools-out.org.uk](http://www.schools-out.org.uk)

Stonewall: An LGBT equality organisation with considerable expertise in LGB bullying in

schools, a dedicated youth site, resources for schools, and specialist training for teachers.

<http://www.stonewall.org.uk/about-us>

EACH: (Educational Action Challenging Homophobia)

SEND

Anti-bullying Alliance SEND programme of resources: Advice provided by the Anti-bullying Alliance for school staff and parents on issues related to SEND and bullying. <http://www.anti-bullyingalliance.org.uk/send-programme>

Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people. [www.mencap.org.uk](http://www.mencap.org.uk)

Changing Faces: Provide online resources and training to schools on bullying because of physical difference.

<https://www.changingfaces.org.uk/>

## **Racism**

Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism. <http://www.theredcard.org/> Kick it Out: Uses

the appeal of football to educate young people about racism and provide education packs for schools. [www.kickitout.org](http://www.kickitout.org)

Anne Frank Trust: Runs a school's project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity. [www.annefrank.org.uk](http://www.annefrank.org.uk)

## Parents

Parentline Plus – advice and links for parents

[www.parentlineplus.org.uk](http://www.parentlineplus.org.uk) Call: 08088002222 Parents Against

Bullying

Call: 01928 576152

## Appendix 4: Record of bullying incident.

**Please be aware that staff use CPOMS to record incidents of bullying but this form could be used for further investigation.**

Bullying Incident Form BIF							
<b>This form is to be completed by a member of staff ONLY then forwarded to Anti-Bullying Coordinator: J.Reed and S.Barton who will log the incident and refer as school AB policy where appropriate.</b>							
Bullying behaviour can be defined as: "Bullying" is defined as persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group.							
Verbal	Physical	Online	Emotional	Racist	H-Phobic	Sexual	SEN/D
Method of reporting:							
Target	Peer	Parent/ Care	Support Staff	SMSA	Teacher	Community	Confidential Eg: Worry

		<i>r</i>	<i>f</i>				<i>box/report button</i>
Aggressor/s							
Target/s							
When (date/time)							
Where ( Location: classroom/bus/playground etc.)							
Please indicate what action was taken to support target/aggressor:							
Meeting with all parties			Restorative Enquiry				
Peer support/buddy mentors			External agency involvement				
Support from staff			Other (specify)				
Please indicate the level of parental involvement of both target(s) and aggressor(s)							
Phone call parent/carers			Meeting/ discussions in school with parents/carers				
Letter/email to parents/carers			Other ( <i>please specify</i> )				
Agreed actions as a result/further comments: (e.g. copy and paste email)							
Please indicate if any follow-up/preventative work as a result of the incident:							
Whole school Campaign			Group work				
Whole class Awareness			Individual support				
Restorative Meeting held			Review of policy and procedures				
Other ( <i>please specify</i> )			Involve external Agencies				
Please indicate when you intend to review the effectiveness of the action taken:							
<i>Within 24 hours</i>	<i>48 hours</i>	<i>1 week</i>	<i>Fortnight</i>	<i>1 month</i>	<i>Half - Term</i>	<i>Full Term</i>	<i>Other</i>
Completed by .....							
Date.....							
Copies to: ( <i>initials</i> )							
<i>Head teacher</i>	<i>Head of Year</i>	<i>Class teacher</i>	<i>Pastoral Team</i>	<i>Other</i>			
Details of incident:							

