



**John F. Kennedy**  
Primary School

# Anti-Bullying Policy

**Date approved:** November 2025

**To be reviewed:** December 2026

## **Anti – Bullying Policy**

At John F Kennedy Primary School, we are committed to providing a caring, safe and friendly environment for all our children so that they can learn and play in a relaxed and secure environment and learn to the best of their potential. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all cases of bullying seriously.

### **Aims and Objectives**

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities regarding the eradication of bullying in our school.

### **What is Bullying?**

Bullying can be defined as a physical, psychological or verbal attack against an individual or group of individuals by a person or group of persons, causing physical or psychological harm to the victim. It is usually conscious and wilful and commonly consists of repeated acts of aggression and/or manipulation. It can take a number of forms – both physical and non-physical, either in combination or in isolation. Any bullying, whether physical or non-physical, may result in lasting psychological damage to the individual.

The Anti-Bullying Alliance and its members have an agreed shared definition of bullying based on research from across the world over the last 30 years. '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.' (Anti-Bullying Alliance).

There are four key elements to this definition:

- hurtful
- repetition
- power imbalance
- intentional

### **Bullying behaviour can be:**

#### **Physical Bullying:**

This kind of bullying includes a range of aggressive behaviours in which one person aims to cause bodily harm to another person.

*- pushing, poking, kicking, hitting, biting, pinching etc.*

#### **Verbal Bullying:**

It is often said that 'words will never hurt you.' However, if you have been on the receiving end of verbal bullying, including cruel words or scary threats, this can undeniably be very hurtful.

*- name calling, racist remarks, sarcasm, spreading rumours, threats, teasing, belittling.*

**Emotional Bullying:**

In emotional bullying, children use friendship and the threat of taking away their friendship to hurt others. It can also involve a range of other behaviours designed to make the person on the receiving end feel worthless.

*- isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding/rejection by peer groups, manipulation and coercion.*

**Online/Cyber:**

This specific form of bullying involves technology, often using mobile phones or the internet to deliberately upset someone. Cyberbullying can be especially destructive because of how quick cruel messages can be spread to others, and how long they can remain in the public domain.

*- posting on social media, sharing photos, sending nasty text messages, social exclusion.*

**Sexual:**

Sexual bullying can involve verbal or physical actions towards a victim or involve a cyber element with online pictures or videos being used.

*- unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.*

**Indirect:**

*- can include the exploitation of individuals.*

**Child – on – Child Abuse:**

Any abusive behaviour.

*- sexual harassment/violence, cyberbullying, physical abuse, 'upskirting', 'sexting', coercion or initiation/hazing.*

**Bullying is not:**

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling or arguments. It is bullying if it is done several times on purpose. Children sometimes fall out or say things because they are upset. We all must learn how to deal with these situations and develop resilience and social skills to repair relationships. If a child requires support, any member of staff would be happy to help and guide them on working on these relationships.

## Signs and Symptoms of Bullying

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.
- Is unwilling to go to school (school-phobic) or regularly feels ill in the morning.
- Becomes withdrawn anxious, or lacking in confidence.
- Starts stammering.
- Attempts or threatens to self-harm or runs away.
- Stops eating.
- Cries themselves to sleep at night or has nightmares.
- Begins to do poorly in school work.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or "go missing".
- Asks for money or starts stealing money (to pay bully).
- Has unexplained cuts or bruises.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous & jumpy when a cyber-message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## What Can a Child Do if They Are Being Bullied?

Wherever a child is in school, they have the right to feel safe. Nobody has the right to make them feel unhappy. If someone is bullying them, it is important to remember that it is not their fault and there are people who can help them. The most important thing is that they tell someone so that the school can deal with the situation as swiftly as possible.

Here are some strategies to help.

- Tell someone they can trust – it could be a teacher, a teaching assistant, a lunchtime supervisor, a parent, a friend, a brother, a sister or a relative.
- If they are scared, ask a friend to go with them when they tell someone.
- When they tell an adult about the bullying, give them as many facts as they can (What? Who? Where? When? Why? How?).
- Keep a diary of what has been happening and refer to it when they tell someone.
- Keep on speaking out until someone listens and helps them.
- Never be afraid to do something about it and quick.
- Do not suffer in silence.
- Do not blame themselves for what is happening.
- Call a helpline, such as the NSPCC (Childline) free on 0800 1111

## **What Can a Child Do if They See Someone Being Bullied? (The role of the bystander)**

Children need to know that ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger.

Here are some strategies to help:

- Do not smile or laugh at the situation.
- Do not rush over and take the bully on themselves.
- Do not be made to join in.
- Shout for help.
- Let the victim(s) know that they are going to get help.
- Tell a member of staff as soon as they can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone they trust about what to do.
- If they do not feel you can talk to someone about it, write it down and give a note to someone they trust.
- Call a helpline for some advice, such as the NSPCC (Childline) free on 0800 1111.

## **The Role of the Governors**

The board of trustees supports the Headteacher in all attempts to eliminate bullying from our school.

This policy statement makes it very clear that the board of trustees does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The local governing body monitor the incidents of bullying that occur and review the effectiveness of the school policy regularly.

The board of trustees require the Headteacher to report to the governors on request about the effectiveness of school anti-bullying strategies.

## **The Role of the Headteacher**

It is the responsibility of the Headteacher to implement the school antibullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Headteacher reports to the board of trustees about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, during assembly and through our PSHE curriculum.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Headteacher sets the school climate of mutual support and praise for success so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The Role of the Teacher**

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They report all incidents to the Headteacher.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the school informs the child's parents.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. Class teachers report this to the Headteacher (or, in their absence, the Deputy Headteacher) without delay, to ensure that the appropriate strategy is put in place. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has been bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.

If a child is repeatedly involved in bullying other children, inform the Headteacher and the Behaviour Lead. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head of School may contact and refer the case to external support agencies such as Social Care or Behaviour Support.

Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **The Role of Parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

### **Monitoring and Review**

This policy is monitored on a day-to-day basis by the Headteacher, who reports to the board of trustees about the effectiveness of the policy on request.

## Further Information and Support

There is a lot of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Supporting Organisations and Guidance		
Name of organisation	Telephone	Website
Act Against Bullying	n/a	<a href="http://www.actagainstbullying.org">www.actagainstbullying.org</a>
Anti-Bullying Alliance	n/a	<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>
Bullying UK	0808 800 2222	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
DfE: Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies.	n/a	<a href="http://www.gov.uk/government/publications/preventing-and-tackling-bullying">www.gov.uk/government/publications/preventing-and-tackling-bullying</a>
National Bullying Helpline	0300 323 0169	<a href="http://www.nationalbullyinghelpline.co.uk">www.nationalbullyinghelpline.co.uk</a>
NSPCC (Childline)	0800 1111	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
Kidscape	020 7823 5430 (parent advice line)	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
Young Minds	020 7089 5050	<a href="http://www.youngminds.org.uk">www.youngminds.org.uk</a>

Cyberbullying		
Name of organisation	Telephone	Website
Childnet International	n/a	<a href="http://www.childnet.com">www.childnet.com</a>
UK Safer Internet Centre	0344 800 2382	<a href="http://www.saferinternet.org.uk">www.saferinternet.org.uk</a>

LGBT		
Name of organisation	Telephone	Website
EACH	0808 100 0143	<a href="https://each.education">https://each.education</a>
Report It	n/a	<a href="http://www.report-it.org.uk">www.report-it.org.uk</a>
Stonewall	n/a	<a href="http://www.stonewall.org.uk">www.stonewall.org.uk</a>

SEND		
Name of organisation	Telephone	Website
Mencap	n/a	<a href="http://www.mencap.org.uk">www.mencap.org.uk</a>
DfE: SEND Code of Practice	n/a	<a href="http://www.gov.uk/government/publications/send-code-of-practice-0-to-25">www.gov.uk/government/publications/send-code-of-practice-0-to-25</a>
Report It	n/a	<a href="http://www.report-it.org.uk">www.report-it.org.uk</a>

Racism and Hate		
Name of organisation	Telephone	Website
Anne Frank Trust UK	n/a	<a href="http://www.annefrank.org.uk">www.annefrank.org.uk</a>
Kick It Out	n/a	<a href="http://www.kickitout.org">www.kickitout.org</a>
Report It	n/a	<a href="http://www.report-it.org.uk">www.report-it.org.uk</a>
Stop Hate	0113 293 5100	<a href="http://www.stophateuk.org">www.stophateuk.org</a>
Show Racism the Red Card	0191 257 8519	<a href="http://www.theredcard.org">www.theredcard.org</a>