

Gillamoor CE Primary School



Anti-Bullying Policy

Ratified by Governors: 7th July 2026

Review Date: July 2027

Statement of intent

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf Gillamoor CE Primary School including: paid staff, volunteers, agency staff and students.

Separate documents set out:

- our code of behaviour for children, young people and adults
- our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.

What is bullying?

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. NSPCC Learning provides summaries of the key legislation and guidance on:

- bullying and cyberbullying
- online abuse
- child protection in each nation of the UK.

We believe that:

- children and young people should never experience abuse of any kind

- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- putting clear and robust anti-bullying procedures in place.

Our regular discussions with staff, volunteers, children, young people and families will focus on:

- group members' responsibilities to look after one another and uphold the behaviour code
- practising skills such as listening to each other
- respecting the fact that we are all different • making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well.

Responding to bullying

We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

Adult Bullying

Gillamoor CE Primary School is committed to fostering a culture of dignity, respect and professionalism for all members of our school community. We recognise that bullying can occur between adults, including staff, volunteers, governors, contractors, visitors and parents/carers.

Adult bullying is behaviour that is offensive, intimidating, malicious, insulting or an abuse of power that undermines, humiliates, denigrates or injures the recipient. Bullying may be a single serious incident or a pattern of behaviour and can take place face-to-face, in writing, online, by telephone or through social media.

Examples of adult bullying may include:

- persistent criticism or unrealistic expectations
- spreading rumours or gossip
- exclusion from workplace activities or communication
- intimidation, threats or aggressive behaviour
- unfair treatment or misuse of authority
- offensive comments relating to age, disability, race, religion or belief, sex, gender reassignment, sexual orientation, pregnancy or maternity
- cyberbullying through emails, messaging platforms or social media.

The school does not tolerate bullying, harassment or victimisation of any adult member of the school community. All concerns will be taken seriously and addressed promptly, fairly and confidentially wherever possible.

Reporting Concerns

Any adult who believes they are experiencing bullying, or who witnesses bullying behaviour, is encouraged to report their concerns to:

- their line manager

- the Headteacher
- the Chair of Governors (if concerns involve the Headteacher)
- another appropriate senior leader if they feel unable to approach their line manager directly.

Parents and visitors who experience or witness bullying behaviour involving adults should report their concerns to the Headteacher or Chair of Governors.

Next Steps and School Response

When a concern is raised, the school will:

1. Listen carefully to all parties involved and record concerns appropriately.
2. Assess the nature and seriousness of the reported behaviour.
3. Conduct a fair and proportionate investigation.
4. Provide appropriate support to those affected.
5. Consider informal resolution where appropriate and agreed by those involved.
6. Take formal action where necessary in accordance with school policies, including disciplinary procedures, the Staff Code of Conduct, complaints procedures and relevant employment legislation.
7. Monitor the situation to ensure that the behaviour has stopped and that there is no retaliation or victimisation.
8. Review any wider issues identified and implement measures to prevent recurrence.

Where bullying behaviour may amount to harassment, discrimination, safeguarding concerns or a breach of professional standards, the school will follow the relevant policies and procedures and may seek advice from external agencies where appropriate.

All adults associated with Gillamoor CE Primary School are expected to contribute to a positive, respectful and inclusive environment where concerns can be raised without fear and where everyone is treated with courtesy and dignity.

Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

- seeking opportunities to learn about and celebrate difference

- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our organisation.

This policy statement should be read alongside our organisational policies and procedures including:

- safeguarding and child protection policy and procedures
- managing allegations made against a child or young person
- managing allegations of abuse made against staff and volunteers
- code of conduct for staff
- equality, diversity and inclusion policies.

If you believe your child is being bullied, please talk to your class teacher or the Headteacher.

The Designated Safeguarding Lead is:

Samantha Bond (Headteacher) headteacher@gillamoor.n-yorks.sch.uk

The Deputy Designated Safeguarding Lead is:

Lorraine Hugill (School Business Manager) admin@gillamoor.n-yorks.sch.uk

NSPCC Helpline 0808 800 5000