

# Highgate Primary School Anti-Bullying Policy

At Highgate Primary School, our six core values — kind, respect, resilience, try our best, ready, and curious — underpin everything we do and play a vital role in promoting an anti-bullying culture. We teach children to be kind in their words and actions, to show respect for others' differences, and to be resilient when facing challenges, including standing up against unkind behaviour. By encouraging pupils to try their best, be ready to learn, and stay curious about the world and each other, we foster an inclusive environment where everyone feels safe, valued, and empowered to speak out. These values guide our expectations and help build a community where bullying is not accepted and everyone belongs.



At Highgate Primary School, we are committed to providing a safe, respectful, and inclusive environment where bullying is not tolerated. We believe every child has the right to feel secure, valued, and supported. This policy outlines our approach to preventing and responding to bullying in line with the Beyond Bullying Award standards.

## Definition of Bullying

Bullying is:

- Deliberate – intended to hurt or harm.
- Repeated – happens more than once.
- Power-imbalanced – involves a real or perceived power difference.

It can be:

- Physical – hitting, kicking, taking belongings.
- Verbal – name-calling, threats, offensive remarks.
- Indirect – spreading rumours, excluding others.
- Online – cyberbullying via social media, messaging, or gaming platforms.

## Aims of the Policy

- To prevent bullying through a whole-school approach.
- To ensure all pupils, staff, and families understand what bullying is and how to report it.
- To respond to bullying swiftly, fairly, and effectively.
- To support both the victim and the perpetrator in moving forward positively.

## Prevention Strategies

We promote a positive school culture through:

- Curriculum: Regular PSHE lessons, circle time, and assemblies focused on respect, empathy, and kindness.
- Pupil Voice: School Council, Anti-Bullying Ambassadors, and worry boxes.
- Staff Training: Annual CPD on recognising and responding to bullying.
- Environment: Safe spaces, visible staff presence at break times, and inclusive displays.

## **Reporting and Responding**

- Pupils can report bullying to any trusted adult or via our worry monster system
- Staff must log all concerns on CPOMS and inform the DSL or Anti-Bullying Lead.
- Parents are encouraged to report concerns promptly.
- All reports are taken seriously and investigated thoroughly.

## **Response steps:**

1. Speak to all parties involved.
2. Record incidents and actions taken.
3. Inform parents/carers.
4. Apply appropriate sanctions and support.
5. Monitor and review.

## **Support for Pupils**

- Victims: ELSA support, check-ins, restorative conversations, and peer mentoring.
- Perpetrators: Behaviour support plan, ELSA support,, reflection time, and education on impact.
- Bystanders: Encouraged to speak up and supported in doing so.

## **Monitoring and Evaluation**

- Termly review of bullying logs and patterns.
- Pupil and parent surveys.
- Annual policy review with input from staff, pupils, and governors.

## **Roles and Responsibilities**

- Headteacher: Overall responsibility for policy implementation.
- Behaviour Lead: Monitors incidents, supports staff, and leads training.
- All Staff: Vigilant, proactive, and consistent in applying the policy.
- Pupils: Encouraged to be kind, speak up, and support one another.
- Parents: Partners in promoting respectful behaviour and reporting concerns.

## **Linked Policies**

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Online Safety Policy
- Equality and Diversity Policy

## **Protected Characteristics**

Highgate Primary School is committed to promoting equality and preventing bullying related to any of the protected characteristics as defined in the Equality Act 2010. We recognise that bullying can be targeted at

individuals or groups based on these characteristics, and we take proactive steps to ensure all pupils feel safe, respected, and included.

### **Highgate Primary School is proud to be a No Outsiders school.**

We actively promote equality, diversity, and inclusion through our curriculum and school ethos. Every child is taught that they belong, regardless of their background, identity, or beliefs. We celebrate difference and ensure that all pupils learn to respect and value one another, preparing them to be kind, inclusive citizens in a diverse world.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Our anti-bullying approach includes monitoring incidents related to these characteristics, educating pupils about diversity and inclusion, and ensuring staff are trained to respond appropriately. We work closely with families and external agencies to support affected pupils and promote a culture of respect and understanding throughout the school.

### Legislation and Guidance

This policy is based on the latest guidance and legislation, including:

- Keeping Children Safe in Education (2024)
- Preventing and Tackling Bullying (2017)
- Working Together to Safeguard Children (2023)
- Equality Act 2010