



Bullying Prevention Policy

Little Ealing Primary School

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Policy owned by	Teaching and Learning
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LITTLE EALING PRIMARY SCHOOL BULLYING PREVENTION POLICY

POSITION STATEMENT

Bullying is unacceptable behaviour, and no type of bullying is tolerated at this school. It happens in all schools, and many children are involved at some time. At Little Ealing Primary School, we are committed to creating a safe environment where children can learn and play, talk about their worries, and be confident that an adult will listen and offer help.

DEFINITION OF BULLYING

At Little Ealing Primary School, we discuss what bullying is and incidents we would not describe as bullying with all pupils in PSHE, Wellbeing and Relationship Education lessons. We agree that:

Bullying is the repeated use of aggression by one or more persons, children or adults, whether by direct physical or verbal means or by any indirect means such as cyber-bullying or rumour spreading that intends to hurt one or more persons.

1. Physical Bullying
 - punching, slapping, kicking, pushing or any other kind of physical violence
2. Verbal bullying
 - teasing, badgering, name-calling, use of threatening words, verbal taunting, etc
3. Emotional bullying
 - exclusion, rumour-spreading, mental torment, threatening gestures, suggestive actions, inappropriate drawings, graffiti, etc
4. Racial bullying via any of the above methods
5. Sexual bullying via any of the above methods
6. Electronic or cyberbullying using any form of electronic means - phones (calls or texts), emails, social networking, cameras, etc

Bullying is characterised by an imbalance of power.

A bully has a deliberate intention to hurt the victim physically or emotionally in order to maintain or increase the imbalance of power. However, if two pupils of equal power or strength have an occasional fight or quarrel, this is not bullying.

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Everyone at Little Ealing has a responsibility to respond promptly and effectively to issues of bullying.

AIMS AND OBJECTIVES OF A BULLYING PREVENTION POLICY

- to commit fully to the principle of bullying prevention
- to be intolerant of all forms of bullying
- to involve children, parents and staff in the objective of eliminating bullying through raising awareness, canvassing support and taking a zero-tolerance stand
- to recognise all forms of bullying and all those who are vulnerable to bullying
- to support and take all reports of bullying seriously, from whatever source
- to ensure that all groups of the school community, from governors to children, are aware of what bullying is, the school's policy on dealing with it and what they should do if bullying arises
- to protect the identity of anyone anonymously raising an issue of bullying
- to report serious incidents to relevant parents and, where appropriate, to encourage solutions

- when deemed necessary, to report to or consult with the police, especially in certain cases of cyber-bullying and physical acts of violence

ARRANGEMENTS

Strategies and procedures are in place to meet the policy requirements. However, it should be noted that these are aimed at identifying and minimising the occurrence of bullying rather than the methods for solving any issues. Solutions are likely to be specific to each case, taking into account many different factors.

STRATEGIES FOR THE PREVENTION OF BULLYING

The most effective way of preventing bullying is by establishing a mutual feeling of trust throughout the school so that children know:

- that adults, particularly their teacher, will listen to their concerns
- that something will be done about it, and teachers know
- that the children will speak to them about things concerning them or their friends
- that there are procedures in place to support them

Bullying Prevention is linked closely to the school's Behaviour for Learning Policy, Child Protection and Safeguarding Policy (including Child on Child abuse) and the school values. All staff are trained at least yearly in Child Protection and Safeguarding, and updates are sent to all staff throughout the year, including Peer on Peer abuse.

Valued behaviour is acknowledged, reinforced and rewarded by all staff in class. Children who demonstrate our values are actively praised throughout the school day and specific acts demonstrating the values are acknowledged with a certificate they are also acknowledged in the school newsletter.

At Little Ealing, we have identified possible times and places where bullying could take place. These inevitably are when there is less supervision and structure, i.e. lunch and playtimes. We have taken the following measures to prevent bullying:

- before and after school, senior leaders are in the playgrounds
- at playtimes, there is a teacher or Learning Support Assistant (LSA) on duty in each allocated area of the playground, the toilets are monitored by teachers, LSAs and School Meals Supervisory Assistants (SMSAs)
- at lunch times, there is a good ratio of SMSAs to children in the playgrounds, there is at least 1 SMSA allocated to each class
- there is play equipment to encourage co-operative play

The following areas of the curriculum can be used to introduce and reinforce strategies for preventing bullying:

Personal Social Health Education (PSHE)

- reinforcing the Five Finger Rule, school rules and school values
- circle time discussions and Wellbeing and Resilience lessons
- Relationship Education lessons

Literacy

- using relevant texts to examine bullying issues

PE

- respect for personal space of others
- learning the rules of games and abiding by them
- understanding the co-operative "team" ethos

Religious Education (RE) and Collective Worship

- using stories and parables from all religions that illustrate positive relationships

There are also specific activities to support and develop change:

Displays

- reinforce our school rules and values
- clearly show who the safeguarding team are and what to do if you are worried

Worry Boxes

Worry boxes are situated in each classroom. Children are able to post their worries.

Worry boxes are monitored by class teachers. Annual Pupil Voice surveys summaries are fed back to governors. Children can self-refer to our school's counselling service.

Playtime supervision

- ensure staff on duty are vigilant, are out before the beginning of playtime and cover their area of the playground thoroughly
- be aware of any potential "danger areas"
- encourage co-operative play
- may have targeted children to observe and/or support

Lunchtime supervision

- all SMSAs wear high-viz jackets with 'Here to Help' written on the back so that they are easily seen by children
- ensure SMSAs are vigilant
- ensure consistency of approach within the SMSA team and with the staff
- encourage/organise co-operative games and activities

This policy will be reviewed at the beginning of each school year.

PROCEDURES

On having an incident of detrimental behaviour reported, the adult will:

- Follow the school behaviour for learning policy, guidelines and protocols.
- deal with the immediate consequences (eg send to welfare, split up fight, stop children shouting)
- call together all those involved and listen to each child
- Any incidents of dangerous detrimental behaviour will immediately be referred to a member of the senior leadership team
- briefly tell class teacher(s) at end of playtime/lunchtime

The class teacher will:

- log details on CPOMs linking both the child/children accused of bullying and the victim/s
- follow up appropriately with children individually before they go out again
- put a child with any concerns about being accused as a bully or a victim as Pupil Focus on next Staff Meeting Agenda
- after 3 incidents, agree actions to alleviate the problem, eg set up a contract using proforma at a meeting with Year Leader and children concerned (see Appendix 3)

The Year Leader will:

- after completing contract and if pattern of concern continues, agree with the class teacher that a meeting needs to be arranged with the parents using standard letter (see Appendix 1)
- attend the meeting with the class teacher
- if concern continues, take to the Senior Leadership Team

MONITORING

If a pupil's behaviour is a cause for concern, one or all of the following strategies can be used:

- mention in staff meetings under Pupil Focus
- inform Year Leader

- take to Team Meeting to discuss strategies and solutions to support pupils – both the child/children accused of bullying and the victim/s
- communicate to SMSAs

STAFF TRAINING

- each term, Year Leaders ensure that team members are familiar with, and understand how to operate, the Bullying Prevention Policy
- staff read the Bullying Prevention Policy annually to ensure that they are aware of its contents
- Deputy Headteacher ensures that training is disseminated to all staff to ensure consistency of approach

INVOLVEMENT OF PARENTS

- If parents report bullying of their child to the class teacher, the teacher completes the letter (Appendix 2) and puts relevant procedures in place. The teacher may refer the matter to a member of the Leadership Team dependent on the nature of the allegation. A member of the SLT will take over investigations or read the paperwork so that they are aware of the incident. This will be added to CPOMS
- Bullying Prevention Policy on website
- Involvement of parents of both bully and victim in the resolution of the problems (Appendix 1)



Bullying Prevention Policy
Appendix 1

Date _____

Dear _____

I would like to meet you on _____

at _____ to discuss the behaviour of your child

_____ which has

been a cause for concern lately.

Also present at the meeting will be _____

At the meeting, we intend to establish a programme that can be followed
at school to help resolve the situation.

If the above time is inconvenient for you, please contact the school to
arrange a time that is more suitable.

Yours sincerely

Class teacher



Bullying Prevention Policy
Appendix 2

Date_____

Dear_____

Thank you for raising a concern about a bullying incident.

The following action is being taken

☐ the children have agreed the incident was an accident and have apologised to each other

☐ the child was spoken to and I am satisfied the incident has been dealt with

☐ action has been taken in accordance with the school's Behaviour for Learning Policy

☐ the incident has been referred to the Year Leader for investigation

☐ the incident has been referred to the Leadership Team for investigation

☐ other action – please specify

☐ please make an appointment to see me to discuss the incident further

Yours sincerely

Class teacher

Bullying Prevention Policy Appendix 3 BEHAVIOUR CONTRACT

This contract will be used when it is appropriate for the pupil, subject to their age and level of understanding.

NAME	NAME	DATE
OUR RULES		
1		
2		
3		
4		
5		
COMMENTS		
Signed		
Signed		
Witnessed		

