Priors Hall – a learning community

Anti-Bullying Policy

2026 - 2027

'Ready for Learning, Ready for Life'

Curiosity

Kindness

Resilien

Adopted: **September 2026**

Review Date: **July 2026**

Core Values and Vision

At Priors Hall, we share core values that rest in line with our IFTL family. We are relentlessly driven by our pursuit of excellence and high expectations for learning, behaviour and respect for every member of our community. We believe every child should be valued, safe, respected, happy and free from bullying in any form at all times.

This policy should be read and used in conjunction with other school policies: Positive Relationships, Child Protection and Safeguarding, Child on Child abuse and Sexual Harassment Policies.

Definition of Bullying

There are many different definitions of bullying in use. At Priors Hall, we agree that the key factors that make behaviour 'bullying' opposed to "just a joke", venting frustration or a non-bullying incident of physical or verbal violence/aggression are:

- repetition of behaviour, systematically undermining a person over a period of time
- an imbalance of power between the person on the receiving end of the bullying and the person or persons doing the bullying.

Bullying is when one or more people physically, emotionally or psychologically hurt or cause harm to a person who is in a weaker position than him/her/them, and so is less able to defend himself/herself. Bullying is the abuse of power by one person over another. Bullying usually happens over a period of time, and consists of a series of different incidents.

Categories of bullying include:

Physical hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings.
Verbal name-calling, insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down.
Emotional/psychological excluding someone from a group, humiliation.
Racist insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence.
Sexual insulting language/gestures, name-calling, graffiti, unwanted physical contact.

Homophobic insulting language/gestures based on a person's actual or perceived sexuality, name-calling, graffiti, homophobic violence.
Transphobic insulting language/gestures based on a transgender person's gender identity. **Cyber bullying** by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), hate websites.

Child on Child Abuse

All children are capable of abusing their peers. This can manifest itself in a whole spectrum of behaviours, including:

- Bullying, including cyberbullying
- Sexual violence and harassment
- Physical abuse
- Sexting or child produced imagery
- Upskirting (a criminal offence and has reporting requirements)
- Initiation/hazing type violence and rituals

All of the types of behaviour listed above are unacceptable and will not be tolerated in any form at Priors Hall. (Please note the list above is not exhaustive and other examples and types should be considered).

Signs and Indicators of Bullying

Many children and young people do not speak out when being bullied and may only indicate by signs or behaviour that he or she is being bullied. It is therefore imperative all staff and parent/ carers are fully aware and remain alert to the signs and symptoms a child may exhibit if they are being bullied. The possible signs and indicators are extensive (please see Appendix 1 for useful resources).

Aspirations

We strive to promote and create a nurturing, caring, inclusive and purposeful learning environment where children feel safe, protected, happy and secure. Eradicating bullying in any form is a 'non-negotiable' at Priors Hall and it will not be tolerated with or towards any members of our community, staff and children alike. At Priors Hall, we believe in nurturing responsible citizens where mutual respect, kindness and care underpins everything we do.

Procedures and Reporting

1) Any form of bullying will be formally recorded using CPOMs.

2) A senior member of SLT will be informed.
3) Parents of all parties involved in the incident will be informed and this will be logged on CPOMs.
4) Incidents of bullying will be fully investigated and may result in conflict resolution meetings, which depending on the circumstances, may involve parents.
5) Meetings will involve a variety of outcomes and any incidences of bullying will involve intervention linked to the behaviour policy, enabling children to understand the impact of their behaviour.
6) Any instances of bullying will be fed back weekly during SLT, along with action plans., to identify patterns and trends
7) Incidents of bullying will be reported to IFtL on a half termly basis and this will formulate part of the evaluation and monitoring process.
8) Upskirting is illegal and has to be reported to the police as would any other illegal activity.

Core Values

Bullying is an anti-social behaviour that can affect everyone. At Priors Hall, we are committed to providing a caring, friendly and safe environment so that children and staff can learn and work in a relaxed and secure environment, without fear of being bullied or harassed. We actively promote and believe in creating a climate of co-operation and positive behaviour and have implemented a positive relationships policy that promotes our core values.

We believe:

• Everyone has a right to learn or work in an environment that is safe and free from intimidation and fear.

• Everyone has the right to be treated with respect and kindness

• Preventative measures are paramount to help reduce any possible occurrences of bullying

• Bullying procedures within our school will be clear and proactive with clear guidelines how to report bullying. This will take place by reporting and logging the incident using CPOMs. The incident will also be reported to a member of SLT.

• The needs of the victim are paramount. We use a restorative approach to ensure that the impact on the victim is addressed and held at the centre of resolution.

• Bullying behaviour of any form, including cyber-bullying is never acceptable.

• Any issues of bullying will be actively listened to and responded to as soon as possible.

• Reported incidents will be taken seriously and thoroughly investigated.

Success indicators

At Priors Hall, we will implement the following indicators:

• Children will learn in a supportive, caring and safe environment without fear of being bullied. Our school curriculum and approaches to personal development emphasise the need for positive relationships with all children and inform the children on how to keep themselves safe.

• All members of our Priors Hall family are protected from bullying and abusive behaviour

• Individual cases of bullying are dealt with promptly, consistently and in a constructive and fair manner

• Bullying, whether to another member of staff, a child, a member of the local community, including parent/carers, is viewed as totally unacceptable and appropriate actions and consequences will be implemented according to the severity of the bullying.

• Any cases of bullying will be taken very seriously and timely interventions will occur.

• High quality support and care will be provided to any victim of bullying to reduce the impact and empower them for future life choices.

• Children who have exhibited bullying tendencies or behaviour will be educated to understand the impact of their behaviour, with the aim of supporting them in making more positive and informed choices.

• Proactive support and guidance will be given to help children learn from their mistakes and take ownership of them.

• Positive collaboration and close working partnerships with parent/ carers are promoted and valued.

• If bullying does occur, all pupils and staff will be confident to tell someone about it and know that any incident will be dealt with promptly and effectively.

Cyber Bullying

Everyone within our Priors Hall family and the wider IFTL community has rights and responsibilities in relation to cyberbullying and must work proactively together to create an environment in which pupils can learn and develop. Priors Hall will offer support to parents on how to help their children engage safely and responsibly with social media. Relationships will be nurtured so that mutual trust is created - enabling parents/ carers to be confident to raise concerns in an appropriate manner. Staff will actively listen to any concerns and respond immediately according to the issue.

It is not acceptable for any child, parent or member of staff to carry out any form of bullying, including parents/ carers with other parent/ carers either face to face or via Social Media.

Safeguarding Statement

Safeguarding is everybody's business. Priors Hall – a Learning Community has an unwavering commitment to safeguarding to ensure that: all our children and young people are safe and feel safe; that children, parents/carers and staff are able to talk about any safeguarding concerns and feel assured that they will be listened to; and that all staff and volunteers are aware of and implement safeguarding procedures and guidance, including what to do if they suspect a child or young person may be experiencing, or be at risk of harm. In essence, we instil a culture of vigilance.

All concerns should be given to our school Designated Safeguarding Leads: **Jenny Forshaw (DSL) Jacqueline White (Assistant Headteacher and DDSL), Tess McQuade (Headteacher and DDSL), Justin Pye (Assistant Head and DSO), Charlotte Brazier (Assistant Head and DSO), Alex Crawford (Nursery Lead Teacher and DSO), Lucy Nisbet (SENDCo and DSO) and Calla Haycock-Hall (Pastoral Lead and DSO).**

- In any case where an adult is concerned that a child is, or may be, at risk of significant harm they must report this immediately to the DSL or to a member

of the Safeguarding Team who will make a referral directly to Northamptonshire Multi-Agency Safeguarding Hub (MASH) on **0300 126 7000**.

- If a child or other person is at immediate risk of harm, the first response should always be to call the police on **999.** This policy applies to all adults, including volunteers, working in or on behalf of Priors Hall – a Learning Community.
- If a concern is in relation to a member of staff at Priors Hall (who is not the Headteacher), please contact Tess McQuade on **01536 216090** to report this concern.
- If a concern is in relation to the Headteacher, please contact the Chair of Governors (Matt Miller) via email on SBoak@IFTL.co.uk or IFTL Safeguarding Lead (Kim Kemp) via email on KKemp@iftl.co.uk

Appendix 1

Useful resources

https://www.nationalbullyinghelpline.co.uk/kids.html

https://www.gov.uk/government/publications/preventing-and-tackling-bullying

https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/