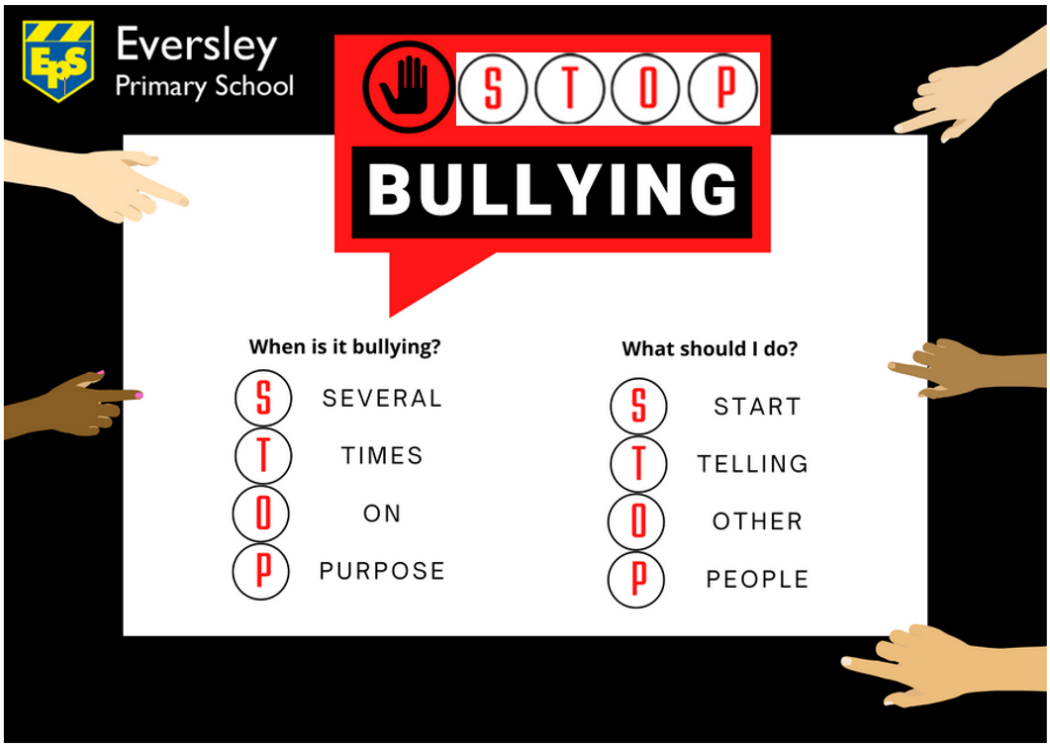
EVERSLEY PRIMARY SCHOOL
ANTI-BULLYING STRATEGY

At Eversley Primary School we take great pride in providing a safe, caring and happy environment for learning. To enable this to happen we have lots of policies and procedures in place. We talk regularly with the children about the definition of bullying and the impact it can have on ourselves and others.

As a school, we have adopted this Definition of Bullying:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

Our children also use the STOP signs to support them to recognise bullying and to 'speak up'.

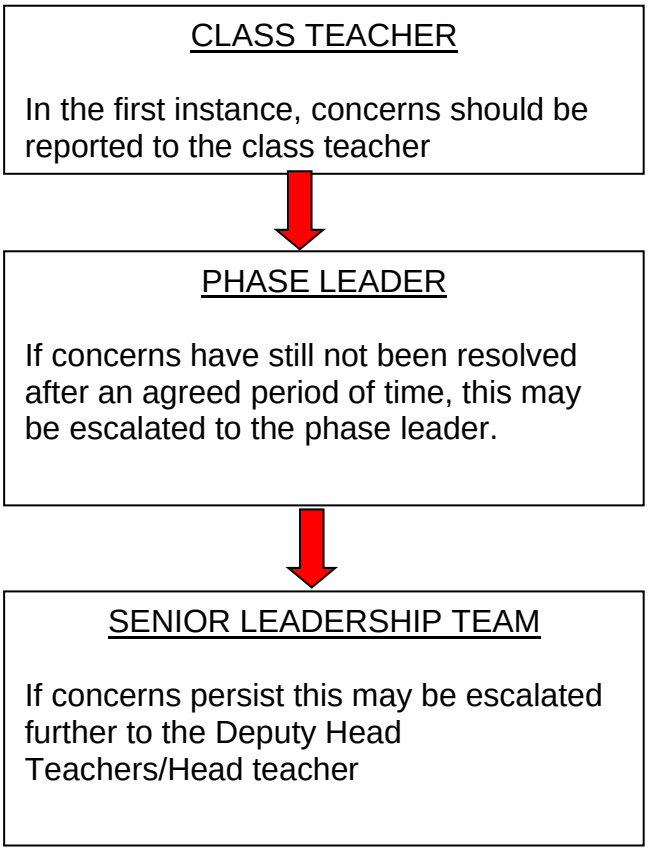


In school, we always encourage children to tell an adult if they have any concerns about bullying. If they do not feel they can tell someone they can write a worry down and use our worry boxes in - every classroom has their own worry box. If you have any concerns about your child – please speak to any member of staff in school. You can also refer to our Anti-Bullying Guide for Parents which is available below.

Behaviour Management and Anti-Bullying

Guidance for Parents

Concerns can be reported to any adult in school. We recommend the following procedure:



The Headteacher/SLT may become involved **at any point in the process** if deemed appropriate.

The Anti-Bullying Alliance (ABA) have also created an online toolkit: https://www.anti-bullyingalliance.org.uk/tools-information/adviceparents/interactive-anti-bullying-tool-parents

PARENTAL CONDUCT

Issues linked to behaviour and/or anti-bullying can often be very upsetting for all parties involved. The school strongly encourages families to come and talk to a member of staff who will be able to support you. Approaching other families and children out of school/in the playground can often be unhelpful in resolving the process and can cause more upset. School will listen to, work with and support families of **all children** in reviewing and resolving issues.

AIM HIGH AND BE KIND

WHAT IS BULLYING?

Eversley Primary School have adopted a shared definition of bullying shared by the Anti-Bullying Alliance, based on 30 years of research.

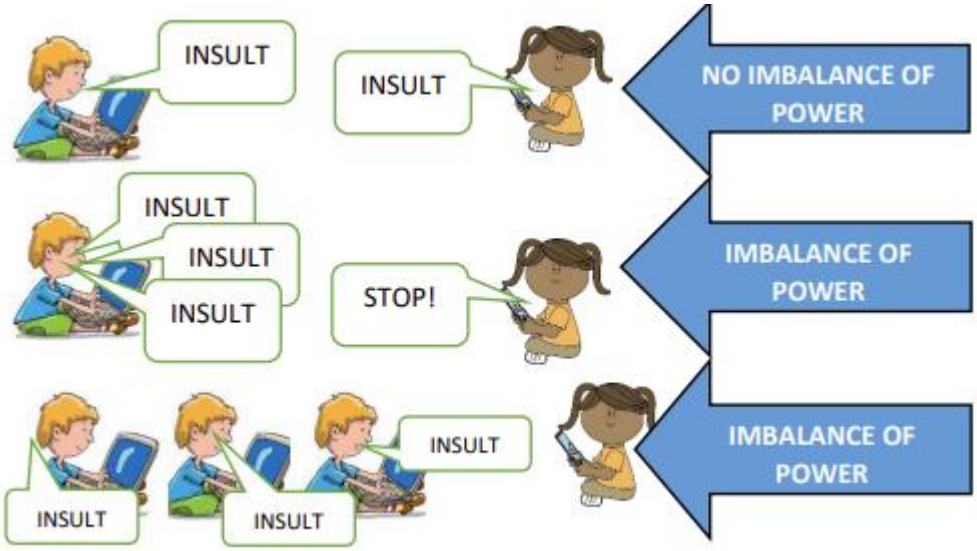
> Bullying is the ***repetitive, intentional*** hurting of one person or group by another person or group, where the relationship involves an ***imbalance of power***. It can happen face to face or online.

BULLYING VS FRIENDSHIP 'FALL OUTS'

Occasionally, the word 'bullying' can be used incorrectly. Bullying can differ from other incidents and friendship 'fall-outs' and it is important that the word is used correctly.

Bullying is when:

- There is a ***deliberate*** intention to hurt or humiliate.
- There is a ***power imbalance*** that makes it hard for the victim to defend
- themselves.
- It is usually ***persistent/repetitive***.



TYPES OF BULLYING

Bullying can be:

- Physical: pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal: name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional: isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual: unwanted physical contact, inappropriate touching, abusive comments,homophobic abuse, exposure to inappropriate films etc.
- Online/Cyber: posting on social media, sharing photos, sending nasty text
- messages, social exclusion
- Indirect: can include the exploitation of individuals.

PREJUDICE RELATED LANGUAGE

It is the school's policy to challenge any language used by staff, parents or pupils that may be perceived as 'prejudice related language'. This includes the following areas:

- Homophobic Language (terms of abuse used towards lesbian, gay and bisexual people or those thought to be LGB)
- Racist Language (terms of abuse used towards others because of their
- race/ethnicity/nationality)
- Transphobic Language (terms of abuse used towards those who are perceived as transgender or do not fit with the gender 'norms'
- Disablist Language (terms of abuse used towards those with a learning or physical disability)

HATE CRIME

There is no legal definition of a hate crime. However, the police and the CPS (Crown Prosecution Service) have an agreed definition of hate crime as:

"Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender."

There is a distinction between a hate crime and a hate incident.

"A hate incident is any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender."

However, a hate incident does not necessarily break the law.

Information on how to report a hate crime can be found on the school website and at: www.report-it.org.uk/home

Policy updated September 2025
Review date September 2026

AIM HIGH AND BE KIND