

Airy Hill Bullying Policy



Approved by: Headteacher	Date: November 2025
Last Reviewed on:	
Next Date due by: November 2026	

Policy Statement

Every child has the right to feel safe, valued and respected. Bullying of any kind is unacceptable. This policy supports our commitment as a UNICEF Rights Respecting School and promotes children's rights as set out in the UN Convention on the Rights of a Child (UNCRC).

We will always take concerns seriously, respond quickly and work together to keep everyone safe.

Aims of This Policy

- Create a school environment where bullying is not accepted.
- To ensure children know their rights and responsibilities.
- To support anyone experiencing bullying.
- To help children who engage in bullying behaviour change their actions.
- To work with families to resolve concerns quickly and effectively.

Links to Children's Rights

This policy is based on the following key rights:

- **Article 2 – Non-discrimination:** every child has the right to be treated fairly.
- **Article 3 – Best interests of the child:** adults must act in a way that keeps children safe.
- **Article 12 – Right to be listened to:** children's views will be taken seriously.
- **Article 19 – Protection from harm:** bullying is a form of harm and will not be tolerated.
- **Article 28 and 29 – Right to education:** bullying interferes with a child's ability to learn.
- **Article 31 – Right to relax and play:** children should feel safe during play times.

What is Bullying?

At Airy Hill, we have defined bullying as

“Bullying is

Bullying can be:

Physical: hitting, kicking, pushing, damaging belongings.

Verbal: name-calling, teasing, threats, racist or sexist comments, insults, unkind jokes.

Social/Indirect: leaving someone out on purpose, spreading rumours, encouraging others not to play with someone.

Online: hurtful messages, images, threats or exclusion using phones, tablets or computers.

Bullying is different from falling-out, accidents or a one-off disagreement. The definition of bullying from the anti-bullying alliance is: *“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.”*

Falling out, accidents and one-off disagreements are still taken seriously.

Pupil Voice and Co-Creation of this Policy

At Airy Hill, children’s views are central to how we shape our behaviour and anti-bullying work. In line with Article 12, this policy was developed with direct input from pupils across the school.

Throughout Rights Respecting Ambassador feedback time, all children had discussions about what bullying looks and feels like. Children were then tasked with deciding what duty bearers and rights holders both had to do to keep everyone safe.

The children said bullying is:

- ‘Being mean, calling people names or telling them they are rubbish at something’ Year 1.
- ‘Not being treated nicely, disrespecting people, something that happens over, and over again’ Year 2.
- ‘Not being kind to people, disrespecting other people, could include fighting, something that happens more than once’ Year 3.

- Bullying is something that happens often and can be online. Bullying goes on and on and can affect people's minds and self-confidence' Year 5.
- 'Where someone is being mean to another person repeatedly. They may critic people on the way they think, speak or do things. They may comment on the way people look' Year 6.

The children said our responsibilities are:

- 'We should remind each other of their right to play' Year 2.
- 'Say stop I don't like it if someone is being mean' Year 1.
- 'It takes a brave and strong person to tell a teacher or parent if they notice bullying going on' Year 5.
- 'Adults need to listen fairly to someone who is trying to report bullying and help' Year 3.

Children told us they feel safer, listened to and more confident when they help shape the rules that protect them. By co-creating this policy with pupils, we make sure it is meaningful, fair and understood by everyone.

Prevention Strategies

As a Rights Respecting School, we promote a culture where kindness, respect and fairness are expected from everyone.

We prevent bullying by:

Teaching and Curriculum

- Regular PHSE and RSE lessons on friendship, emotions and respecting differences.
- Assemblies linked to rights.
- Teaching safe online behaviour.

School Environment

- Visible adults during play times.
- Safe spaces where children can talk to adults.
- Worry Monsters in each classroom.
- Anti-Bullying Ambassadors

Whole School culture

- Class charters built from children's rights by the children
- Positive behaviour systems that reward kindness and respect.
- Celebrating diversity and promoting equality.

Procedures: What we do when Bullying Happens

Step 1: Reporting

Children can report bullying by: telling an adult, using the class worry monster, speaking to an Anti-Bullying Ambassador, a parent/carers reporting to school.

Step 2: Responding

An adult will listen carefully (Article 12) and reassure the child that it is not their fault. The concern will be recorded and passed to the senior leader responsible for behaviour/safeguarding.

Step 3: Investigating

Staff will speak to all pupils involved and collect facts sensitively and fairly. Parents/carers will be informed where appropriate.

Step 4: Action and Support

Actions may include: restorative conversations, meditation and conflict resolution, sanctions in line with our Behaviour Policy, counselling/wellbeing support.

Step 5: Follow-Up

Behaviour is monitored to ensure bullying stops, parents/carers may receive updates.

Responsibilities

Duty Bearers will:

- Model respectful behaviour.
- Promote children's rights in all areas of the school.
- Take all allegations seriously.
- Record and respond quickly to concerns.
- Support all children involved.

Rights Holders will:

- Treat others fairly and kindly.
- Speak up if they see bullying (Article 12).
- Help new or lonely pupils feel included.
- Celebrate differences in others.

Parents/Carers will:

- Support the school by reporting concerns.
- Encourage respectful behaviour at home and online.
- Work in partnership with staff to resolve issues.

Monitoring and Review

This policy will be reviewed annually with:

- Pupil voice (Article 12)
- Staff
- Parents
- Anti-Bullying Ambassadors
- Governors

Statement of Commitment

At Airy Hill, we believe every child has the right to be safe, happy and able to learn without fear. By placing children's rights at the centre of everything we do, we work together to build a community free from bullying.