



# Anti-Bullying Policy

## UNCR Articles relevant to this policy

- ❖ **Article 19 – Protection from violence:** Children have the right to be kept safe from all forms of harm.
- ❖ **Article 28 – Right to education:** Discipline must respect children’s dignity and promote a positive learning environment.
- ❖ **Article 29 – Goals of education:** Education should develop children’s abilities and encourage respect, tolerance, and peaceful living.

Policy last ratified and adopted	November 2025
Policy due for review	November 2028

## Introduction

At Colindale Primary School, every child has the right to feel safe, happy, and respected. Bullying of any kind will not be tolerated. Our approach is rooted in our Rainbow Values, British Values, and the UN Convention on the Rights of the Child.

### Colindale Rainbow Values

- **Respecting** each other, ourselves and the world
- **Aspiring** to be our best
- **Including** everyone
- **Never giving up**
- **Being a good friend**
- **Optimism** about making the world better
- **Working together** to achieve more

We celebrate our diverse community, where every voice matters.

## What Do We Mean by Bullying?

Bullying is **behaviour that is repeated over time and intentionally hurts another child**, either physically or emotionally. It can be carried out by an individual or a group.

Bullying includes:

- Racial, cultural, religious or gender-based bullying
- Bullying related to disability or special educational needs
- Homophobic, biphobic or transphobic bullying
- Sexist or sexual bullying
- Cyberbullying (online or through technology)

Bullying can involve:

- Physical actions: pushing, kicking, hitting, pinching
- Verbal actions: name-calling, insults, rumours, teasing, body shaming
- Emotional actions: excluding others, humiliating, intimidating
- Sexual comments or unwanted physical contact
- Damaging, hiding or misusing someone's property

We recognise that some children—such as those with SEND, those from ethnic minority groups, or those questioning their gender identity—may be more vulnerable.

## Aims of This Policy

We aim to:

- Create a safe, positive and inclusive school environment
- Make it clear that all forms of bullying are unacceptable
- Encourage children to report concerns
- Respond quickly, fairly and effectively to all incidents
- Support children who are bullied and help those displaying bullying behaviour to change
- Ensure all members of our community share responsibility for tackling bullying

## Our Commitment

At Colindale Primary School:

- Bullying, including cyberbullying, is never acceptable
- We are a *telling school*—seeking help is a strength
- Pupils have the right to be listened to and taken seriously
- Children should feel safe, respected and supported
- We promote kindness, respect and individuality
- We teach empathy, emotional wellbeing and children's rights through PSHE, circle times, assemblies and daily interactions

We maintain an environment where every child knows they are important and valued.

## What We Will Do

We will ensure:

- All staff know how to recognise and report bullying
- Mealtime supervisors, volunteers and support staff understand how to respond
- Parents understand what bullying is and how to report it

- All incidents are recorded, monitored and followed up
- Support and education are provided for both the child bullied and the child displaying bullying behaviour
- Emotional wellbeing resources are available in every classroom, including our Emotional Check-In boards

## Reporting Bullying – Information for Parents and Carers

If you are concerned about bullying, you can contact us by:

- Speaking to a member of staff in person
- Calling the school office and asking to speak to your child's teacher, the Deputy Heads or Headteacher
- Emailing the school
- Writing a letter

### Contact details:

Colindale Primary School, Clovelly Avenue, London NW9 6DT

Tel: 020 8205 8706

Email: [office@colindale.barnetmail.net](mailto:office@colindale.barnetmail.net)

## How We Investigate Concerns

When a concern is raised:

1. A member of the Senior Leadership Team (SLT) investigates by speaking to all children involved.
2. The SLT determines whether the behaviour meets the definition of bullying.
3. Parents/carers of both children will be contacted—usually separately—within **5 working days**.
4. We always share information about your own child, but we cannot discuss another child.

## Our Approach to Dealing with Bullying

### Everyone in the School Community

We agree to:

- Tell an adult when something is wrong
- Support one another
- Model respectful behaviour
- Challenge unacceptable behaviour
- Follow and support this policy

### Staff

All staff:

- Report concerns to their Phase Leader, AHT, DHT or the Headteacher
- Build trusting relationships with children
- Promote positive behaviour through the Behaviour Policy
- Raise awareness of bullying through the curriculum
- Keep governors informed about bullying issues

### Governors

Governors:

- Monitor bullying reports regularly
- Ensure the policy is implemented effectively
- Have a designated safeguarding governor (Lewis Roberts)

## What Parents Should Consider

Before reporting, it may help to think about whether:

- The incident has happened repeatedly
- It may be play that got out of hand
- Your child may have had some part in the conflict
- There is a pattern to the incidents
- Your child's behaviour has changed

Even if it is not bullying, we will always follow it up.

## How We Support Children

When bullying is confirmed, we will:

- Listen to the child who has been bullied
- Help the child displaying bullying behaviour to understand the impact of their actions
- Discuss which school rule(s) were broken
- Support children to repair relationships where appropriate
- Use strategies in line with our Behaviour Policy

Possible actions include:

- A conversation with staff
- Restorative discussions
- Time out of an activity
- Meetings with parents
- Written reflection or apology
- Loss of privileges
- Behaviour report card
- Internal exclusion
- Suspension or exclusion (in severe cases)

## Monitoring and Reviewing This Policy

We review this policy every three years. Its effectiveness is monitored through:

- Children's views about safety and bullying
- Opportunities for children to suggest improvements
- Clear reporting systems
- Ensuring consistent staff responses
- Analysis of incident patterns
- Regular staff training
- Peer support programmes where needed

This policy should be read alongside our Behaviour Policy and Child Protection Policy. Copies are available on our website or from the school office.

**Colindale Primary School is committed to keeping every child safe, respected and able to learn without fear.**