



Vernham Dean Gillum's CE Primary School

Anti-Bullying Policy

Definition of Bullying

Bullying is the wilful and conscious intention to hurt, threaten or frighten another person over a period of time. It typically involves a misuse of power, where the individual displaying bullying behaviour exerts control over another and shows a lack of empathy or remorse.

It is essential that all pupils and adults understand that bullying will not be tolerated. This expectation is reinforced through a positive school ethos that promotes acceptable behaviour both within and beyond the school environment.

Philosophy

At Vernham Dean Church of England Primary School we are committed to building a Christian school community in which all members:-

- Value our Christian Values
- Show mutual respect of one another
- Recognise and celebrate each person's individuality and contribution
- Treat one another with respect and courtesy

Aims

- To provide a safe, calm learning environment where everyone feels valued and secure
- To promote consideration for others, politeness and co-operation at all times
- To ensure staff model these qualities in their interactions with children, colleagues, parents and the wider school community
- To promote positive behaviour so that children clearly understand what constitutes acceptable conduct

Good Practice to discourage bullying

- Teaching children what appropriate behaviour looks like
- Praising and, where appropriate, rewarding positive behaviour
- Exploring bullying through the health and citizenship curriculum, whole school, class and house worship including themes such as Friendship, Love and Trust
- Providing regular opportunities (e.g. circle time) for children to express and discuss their feelings

Awareness

All staff remain vigilant and carefully observe:

- Children who may display bullying behaviours, whether physical or verbal
- Children who may be victims of bullying
- Transitional times when bullying may be more likely to occur (e.g. lining up, changing for PE)

Action

If a case of bullying is reported:

- The report will be taken seriously and referred to the Headteacher
- All parties involved will be listened to carefully and the incident(s) will be accurately recorded
- Mediation will take place where appropriate, enabling the victim to explain to the perpetrator what has happened and how it has made them feel.

To reinforce the unacceptable nature of bullying behaviour and the consequences of any repetition:

- The children involved will be monitored and relevant adults informed to ensure the effectiveness of the intervention
- Parents / Carers of both the victim and the child displaying bullying behaviour will be informed
- The child who has been bullied will be supported in developing friendships
- The child displaying bullying behaviour will be supported in improving their behaviour

Any adult experiencing bullying should speak to a trusted colleague, who may report the matter to the Headteacher if the individual wishes.


If the concern involves the Headteacher, the matter should be reported directly to the Chair of Governors.


The Headteacher or Chair of Governors will make a confidential record of the incident and any actions taken. Progress will be reported to the Governing Body as appropriate.

If a member of staff feels unable to raise the matter internally, they may contact the Hampshire Employee Support Line for confidential advice.

Date of Policy Update : Summer 2026

Date of Review: Summer 2027

Signed:  Ian Hickman - Executive Headteacher

Signed:  Paul Nicoll - Chair of Governors

Date: 14th May 2026