

FCJ Primary School



Counter Bullying Policy

Mission Statement

Teach the children with all the kindness and gentleness possible.

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Article 3: Acting in the best interest of the children in our care.

Article 19: Keeping children safe from harm



The FCJ Governors are committed to safeguarding and promoting the welfare of children and young people at every opportunity and expect all staff and volunteers to share this commitment.

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1 FCJ Commitment

As a Rights Respecting School, FCJ is committed to providing an inclusive and welcoming learning environment where all learners feel safe and valued.

This policy closely links to the following rights of the child (from the UNCRC):

- Article 19- the right to be safe from harm.
- Article 23- the right to be heard.
- Article 24- access to health care and support (mental and physical wellbeing)
- Article 3- acting in the best interests of the children in our care.
- Article 2- non-discrimination

This policy should be read in conjunction with the following policies:

- Safeguarding Policy
- Child Protection Policy
- Online Safety Policy
- Health and Well-being Policy
- Behaviour Policy
- CYPES Countering Bullying Policy ([Click here](#))

2 Defining bullying

According to the Anti-Bullying Alliance, Bullying is *“a subjective experience and can take many forms. To be classed as a bullying act the perpetrator needs to have a social and premeditated awareness that the act is malicious and will cause physical and or emotional harm”*.

Bullying therefore can be classed as any behaviour that is:

- 2.1 Emotional and physically harmful
- 2.2 Carried out by an individual or a group
- 2.3 Deliberate and wilful with a premeditated intent to harm
- 2.4 Occurs more than once
- 2.5 Involves a sustained imbalance of power, leaving the person being bullied feeling threatened and vulnerable.

Bullying behaviours can occur in any setting, and activity to counter bullying is not an indicator that a setting has a particular problem with bullying. Rather, it is an indicator that the setting takes the responsibility to counter bullying seriously. An overview of types of bullying is shared in Appendix A.

3 Our responsibilities:

- 3.1 To ensure the safety and wellbeing of pupils in our care.
- 3.2 To listen and respond to any concerns about bullying.



- 3.3 To ensure all stakeholders in the FCJ community know that bullying is unacceptable and will not be tolerated.
- 3.4 To educate all about the impact bullying can have, and what to do if they have concerns about bullying.
- 3.5 To make the school a positive and welcoming place for the FCJ community.
- 3.6 To respect difference and diversity in line with our core values of justice and dignity.
- 3.7 To challenge bullying behaviours and support that child to change their behaviour.
- 3.8 To ensure all parties involved in any bullying are supported appropriately.
- 3.9 To monitor and support incidents in line with school procedure.
- 3.10 To act upon any concerns raised in regard to bullying by adults in school as outlined in the Disciplinary and / or Grievance Policy.

4 Action:

Where bullying has occurred, FCJ will take action to ensure the safety and wellbeing of pupils by:

- 4.1 Communicating with parents through meetings with the class teacher / senior leaders
- 4.2 Supporting the pupil/s according to their needs
- 4.3 Restorative processes / consequences for the child who has bullied, along with support for them to change their behaviour
- 4.4 Approaches may include, but are not limited to: ELSA and wellbeing 1:1, ELSA and wellbeing resources for groups or classes, Early Help processes, Circle of Friends, regular check-ins and peer support.

5 Appendix A: Types of Bullying

Bullying generally takes the form of emotionally or physically harmful behaviour. It can include any of the following: name calling, taunting, threats, mocking, making offensive comments, kicking, hitting, pushing, taking and damaging belongings, malicious gossiping, excluding people from groups, and spreading hurtful and untrue rumours. It may include homophobic, transphobic or biphobic bullying. These activities can take place face to face, via third parties, or via other means such as text messages, emails, blogs, gaming websites, internet chatrooms, instant messaging and camera facilities. The nature of bullying is changing and evolving as technology develops.

There are two forms of Bullying: **Direct and Indirect.**

Direct bullying is classed as the process of carrying out an act of bullying as described above. A person can be accused of direct bullying if they proactively engage in acts that involve 'actual' harm of another person emotionally, socially and/or physically.

Indirect bullying is by means of incitement and other forms of the 'encouraging and supporting' of others to harm or bully another person. Examples of this include passing on messages, liking on



Facebook or other media; watching physical acts without action and any other means of facilitating acts of aggression and harm.

Different types of bullying include:

Physical – hitting, kicking, 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, encouraging hate, highlighting differences and highlighting weaknesses

Racist – insulting language / gestures based on a person’s actual or perceived ethnic origin or faith, name calling, graffiti, racially motivated violence, use of racial motivated imagery

Sexual – sexually insulting language / gestures, name-calling, graffiti, unwanted physical contact, encouragement of posting inappropriate photographs and other material

Homophobic – insulting language / gestures, name-calling based on a person’s actual or perceived sexuality, name-calling, graffiti and homophobic violence

Electronic/Cyber – bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), hate websites, using photographs, happy slapping etc.