



ST. ANDREW'S CE PRIMARY SCHOOL

Anti Bullying Policy

Our vision

At St Andrews's CE Primary School, we aim to bring children to a place where they can realise their full potential.

Our Christian values are the foundation of all we do and each one is a facet of the central value, love, which 'always protects, always trusts, always hopes, always perseveres' (1Corinthians 13:7)

Protect, Trust, Hope and Persevere

Article 2 (non-discrimination)

The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.

Article 29 (goals of education)

Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

Article 13 (freedom of expression)

Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.

Article 14 (freedom of thought, belief and religion)

Every child has the right to think and believe what they choose and also to practise their religion, as long as they are not stopping other people from enjoying their rights.

Governments must respect the rights and responsibilities of parents to guide their child as they grow up.

Article 23 (children with a disability)

A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community. Governments must do all they can to support disabled children and their families.

Objectives of this Policy

At St Andrew's CE Primary School, we are committed to providing a safe, inclusive and respectful environment where all children can thrive. We promote a culture where bullying is **not tolerated**, and every member of the community is valued.

1) Our school community:

- Discusses, monitors and reviews our anti-bullying policy on an annual basis
- Has an anti-bullying action plan that is regularly reviewed and updated
- Appoints teachers as anti-bullying leads in EYFS, KS1 and KS2 and has a senior leader to coordinate our whole school approach to anti-bullying
- Has a group of pupils who apply and then are appointed by their peers to be anti-bullying ambassadors
- Has a school governor that works with the Anti-Bullying ambassadors to monitor and support
- Supports staff to promote positive relationships and identify and tackle bullying appropriately

- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively meaning pupils feel safe to learn because pupils abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate
- Has pupils who are supported to be actively involved in anti-bullying initiatives (e.g. including awareness raising, peer support)

2) Definition of bullying

We adopt the Anti-Bullying Alliance definition:

“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.”

Bullying is **not** one-off conflict or disagreements between pupils.

Bullying includes: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Bullying is understood by all as a barrier to learning, a potential safeguarding issue and a wellbeing issue.

3) Forms of bullying covered by this Policy

Bullying includes (but is not limited to):

- Physical (hitting, pushing)
- Verbal (name calling, threats)
- Emotional/social (exclusion, rumour-spreading)
- Cyberbullying (social media, messaging, gaming platforms)
- Prejudice-based bullying, including:
 - race, religion or belief
 - disability or SEN
 - gender or gender identity
 - sexual orientation
 - appearance or health conditions
 - looked-after or young carer status

Bullying can happen to anyone.

4) Identifying and responding to bullying

We take a proactive approach by:

- Promoting the school rules: **Ready, Respectful, Safe**
- Teaching anti-bullying through PSHE, collective worship and curriculum
- Using pupil voice (School Council, Anti-Bullying Ambassadors)
- Delivering Anti-Bullying Week annually
- Providing safe spaces and trusted adults
- Training staff regularly

5) Involvement of pupils

We:

- Ensure the anti-bullying ambassadors meet regularly to share any concerns and take actions when necessary
- Support the anti-bullying ambassadors to organise activities for anti-bullying week each year
- Regularly canvass children and young people's views on the extent and nature of bullying
- Ensure pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in schools
- Publicise the details of helplines and websites
- Offer support to pupils who have been bullied
- Work with pupils who have been bullying in order to address the problems they have

6) Reporting Bullying

Pupils are encouraged to report concerns:

- to any adult in school
- through peer ambassadors
- through structured opportunities such as circle time

Parents can report concerns via the class teacher or leadership team.

7) Responding to Bullying

All reports are taken seriously and will be:

1. **Listened to and investigated promptly**
2. **Recorded accurately**
3. **Reviewed by SLT**
4. **Shared with parents**

Staff will:

- establish whether the incident meets the definition of bullying
- support the victim
- work with the perpetrator to change behaviour
- apply sanctions in line with the Behaviour Policy

8) Recording and Monitoring

- All incidents are recorded on the school's central system
- Records include:
 - date, location, pupils involved
 - nature of incident
 - actions taken
- SLT regularly review logs to identify patterns
- Prejudice-related incidents are monitored and reported

9) Support for Pupils

We provide support for:

Victims:

- reassurance and safety planning
- ongoing monitoring
- emotional support

Those displaying bullying behaviour:

- restorative conversations
- behaviour support plans where needed

- SENCo involvement if appropriate

10) Sanctions

Sanctions are applied in line with the Behaviour Policy and may include:

- loss of privileges
- removal from class/playground
- internal exclusion
- fixed-term or permanent exclusion in serious cases

11) Roles and Responsibilities

Staff:

- model respectful behaviour
- respond consistently
- record and report concerns

SLT:

- oversee incidents
- monitor patterns
- ensure policy implementation

Governors:

- review effectiveness of policy

Pupils:

- report concerns
- act as upstanders

Parents:

- work in partnership with school
- report concerns promptly

11) Liaison with parents and carers

We:

- Ensure that parents / carers know whom to contact if they are worried about bullying
- Ensure parents know about our complaints procedure and how to use it effectively
- Ensure parents / carers know where to access independent advice about bullying
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying

12) Links with Other Policies

- Behaviour Policy
- Safeguarding Policy
- Equality Policy
- Complaints Policy

13) Monitoring and Review

This policy is reviewed annually and evaluated through:

- incident logs
- pupil voice
- parent feedback

This policy is informed by and aligns with:

- DfE *Behaviour in Schools* guidance
- *Keeping Children Safe in Education (KCSIE)*
- Equality Act 2010
- Anti-Bullying Alliance guidance
- UN Convention on the Rights of the Child (UNCRC)

We recognise that bullying is a **safeguarding concern** and will be addressed in line with the school's Child Protection and Safeguarding Policy.

Our school is anti-discrimination, as defined by the Equality Act 2010

We are committed to preventing and responding effectively to the bullying of protected and vulnerable groups of children including disabled children / children with SEN, those who are or perceived to be LGBT, race and religion targeted, young carers, looked after children, appearance targeted, sexist and sexual bullying.

Master signed and filed by Rachel Reynolds – Chair of Governor's

Date: June 2026

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