Anti-Bullying Procedure

St. Andrew's C of E Primary School

Policy Information	Details
Document Title	Anti-Bullying Procedure
Date Agreed	**October 2026**
Review Date	October 2028
Lead Responsibility	Senior Leadership Team (SLT)
Target Audience	Staff, Parents, Stakeholders

Rationale

We believe that all pupils have the right to learn in a safe, caring environment without the fear of being bullied. The purpose of this policy is to prevent the likelihood of bullying happening at St Andrew's School. It will also ensure that if an incidence of bullying does occur, it is stopped as soon as possible and those involved receive a consequence and support in order to understand and change their behaviour.

This policy helps to provide information to staff, volunteers, parents and carers to know that any bullying will be dealt with firmly, fairly and promptly. This policy applies to all students, staff and volunteers at St Andrew's school.
This policy has been informed by the NSPCC information and guidance on bullying and cyberbullying, online abuse and current Child Protection legislation.

What is bullying?
Bullying includes a range of abusive behaviour that is:
- Repeated
- Intended to hurt someone either physically or emotionally

Bullying causes real distress and affects a person's health and development. All young people, regardless of age, disability, gender, race, religion or belief, special educational needs, sex or sexual orientation have the right to equal protection from all types of harm and abuse. Everyone in our school has a role to play in preventing all forms of bullying.

Preventing Bullying
- Teaching and non-teaching staff, pupils and parents should have a clear understanding of what bullying is
- Pupils and their parents should know what the school policy is on bullying, and what they should do if they are concerned that bullying is taking place
- Stakeholders understand that we have a responsibility to promote the welfare of all children and young people

We as a school have a code of behaviour that sets out how we expect pupils and staff to behave. We focus heavily on the need to be respectful of others and our responsibility to keep others safe by our actions. All staff are familiar with the relevant policies and trained in dealing with all forms of bullying. Senior leaders are able to support staff if a suspected case of bullying arises, including racist, sexist, homophobic and transphobic bullying. This ensures a consistency in response across the school.
In addition, our curriculum supports respecting difference and diversity, building healthy friendships, managing our emotions and refusing to be a bystander to abusive behaviour. Our Christian ethos and collective worship regularly touch on the need for tolerance, celebrating diversity and creating a strong community, all threads which support a low incidence of bullying behaviour. We have pupil anti-bullying ambassadors, and take part in anti-bullying week annually. Regular revision of behaviour logs by SLT, playground duty coverage, safe spots and collection of pupil voice supports a rigorous review of effectiveness.

Responding to bullying
As a school, our responses to bullying take into account the needs of the person being bullied, and the needs of the person displaying bullying behaviour. Incidents often have a ripple effect on the bystanders who witness it and adults may require support to respond appropriately to all parties.

Parents or pupils will:
- Be able to report any incidents or behaviour which they feel may be bullying to the class teacher or a senior leader via the school office email, a face to face conversation or a telephone call
- Be confident that a member of staff will deal with the report quickly and investigate fully and fairly
- Expect that a member of staff will feed back to them the measures taken to prevent future behaviour causing harm or distress

Staff will:

- Report all bullying incidents to a senior leader or DSL
- Incidents will be recorded by staff, via BROMCOM or CPOMS (if there is a safeguarding element)
- Parents will be informed and involved in the process
- The bullying behaviour, or threats of bullying must be investigated and the bullying stopped quickly
- Ongoing support and monitoring will be put in place as well as immediate consequences
- All staff know that they share responsibility for eradicating bullying at St Andrew's School

Consequences will be put in place in line with the school's behaviour and relationships policy. These may include(but are not limited to) playground sanctions, being removed from class for some of the day, being suspended from school for a day or more, or permanent exclusion from school if no other solution can be found.

Other relevant policies are:
Behaviour and Relationships Policy
Safeguarding and Child Protection Policies
Equality and Diversity Policy
Staff code of conduct