

ANTI-BULLYING POLICY

Reviewed: September 2025
Next Review Date: September 2028
Custodian: Governing Body/Learning & Achievement Committee

Signed by the Chair of Governors:	
The governing body reviews this policy every two years. The governors may, however, review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.	

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of different types of bullying and follow our procedures to ensure that children receive effective support, protection and justice.

St Alfege with St Peter's Church of England Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care.

The purpose of this policy is:

- to prevent bullying from happening between children in our school
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.
- to ensure all members of the school's community feel safe and learn, play, work and enjoy the company of others
- to ensure members of the school community are listened to and have their concerns taken seriously

The school aims to promote behaviour in pupils, which shows care and consideration for others and respect for the environment. We strive to provide a secure and stimulating setting in which they can feel comfortable and happy with their learning.

The principles under-pinning this policy are:

- St Alfege with St Peter's Church of England Primary School is committed to inclusion, equality and justice
- All people should be treated fairly and with respect and dignity
- All members of the community have a responsibility to take reasonable care for the health and safety of others at work
- All forms of bullying behaviour are unacceptable and the school operates a zero tolerance approach
- Where bullying is challenged effectively people feel safe and happy and will demonstrate that we are a caring school

Definitions

Bullying is when individuals or groups seek to harm, intimidate or coerce someone who is perceived to be vulnerable (Oxford English Dictionary, 2021).

It can involve people of any age, and can happen anywhere – at home, school or using online platforms and technologies (cyberbullying). This means it can happen at any time.

Bullying encompasses a range of behaviours which may be combined and may include the behaviours and actions we have set out below.

Verbal abuse:

- name-calling
- saying nasty things to or about a child or their family.

Physical abuse:

- hitting a child
- pushing a child
- physical assault.

Emotional abuse:

- making threats
- undermining a child
- excluding a child from a friendship group or activities.

Cyberbullying/online bullying:

- excluding a child from online games, activities or friendship groups
- sending threatening, upsetting or abusive messages
- creating and sharing embarrassing or malicious images or videos
- 'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games
- voting for or against someone in an abusive poll

- setting up hate sites or groups about a particular child
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.

Bullying can be a form of discrimination, particularly if it is based on a child's disability, race, religion or belief, gender identity or sexuality.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- developing a code of behaviour that sets out how everyone involved in our school is expected to behave, in face-to-face contact and online
- holding regular discussions with our staff, volunteers, children and families about bullying and how to prevent it
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- putting clear and robust anti-bullying procedures in place

Our regular discussions with staff, volunteers, children and families will focus on:

- everyone's responsibility to look after one another and uphold the behaviour code • practising skills such as listening to each other
- respecting the fact that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well.

We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

We believe that we will be successful for children when they:

- Feel confident enough to talk to an adult without feeling they are telling tales
- Are able to demonstrate their disapproval of bullying
- Are able to show understanding and support to children who may have been bullied
- Are thoughtful and careful about teasing and using personal remarks
- Don't stand by and watch, but get an adult straight away
- Understand that nobody 'deserves to be bullied' and each individual owns their own behaviour

We believe that we will be successful for staff when:

- When the curriculum is effectively delivered
- The consequences of bullying are fully understood by all staff and responses are swift and positive
- They feel confident in asking for advice and support with bullying issues
- Through monitoring playground play the quality of playground supervision is excellent
- All incidents of bullying are recorded in a central log

We believe that we will be successful for parents when they:

- Feel confident about engaging with the school
- Understand the school's approach to dealing with bullying
- Are satisfied that the school is doing everything it can to deal with and limit bullying

What should a parent do if they believe their child is being bullied?

If a parent suspects that their child is being bullied they should contact the school immediately. Initially they should speak to their child's class teacher. If a parent has very serious or urgent concerns they should contact the school office for an appointment to meet with Mrs Wilson (Headteacher) or Mrs Harris (Deputy Headteacher)

Parents should:

- Try to react proportionally to any incidents involving their children
- Show sympathy but try not to dwell on the situation
- Tell your child that bullying does exist and it's not their fault
- Not try to deal with school related incidents without contacting the school first.
- Not tell siblings or friends to deal with the problem.
- Not approach a child, even if you feel that your child is being bullied. As this may cause you to be accused of intimidation or bullying yourself.

If a parent is unhappy with the outcome of an investigation, they can contact the Chair of Governors as set out in the school's complaints procedures. All cases of bullying are taken seriously and will be dealt with immediately.

How do we support the victims of bullying?

Initially we feel it is important to listen carefully to, and believe the recipient's perception of what has happened to reassure them that they have acted correctly by telling an adult. The recipient will be asked to explain fully what has happened and asked questions in a non-judgemental way so they are not made to feel that they are responsible for the behaviour, or that their complaint is trivial or time wasting. The accused perpetrator of the bullying will be questioned and listened to along with any reliable witnesses. Having listened to both accounts, if it is felt that further action is necessary the parents of both children will be contacted.

Children who have been the victim of bullying can expect support in the following ways:

- by letting them know that the School fully supports them
- by reassuring them that the behaviour will be dealt with
- by giving them support to re-build their confidence and be more assertive
- by providing children with a 'safe haven' during break/lunch times where they can feel secure and comfortable

How does the school deal with perpetrators of bullying?

We believe that education and awareness raising is the most effective way of dealing with children who have learned bullying. Our aim is to get the person who has been using bullying behaviour to feel concern for the victim. The parents of children who have been accused of bullying will be contacted straight away and made fully aware of the allegations. Perpetrators of bullying will have to account for their actions and apologise. The School may impose sanctions as set out in the Behaviour Policy.