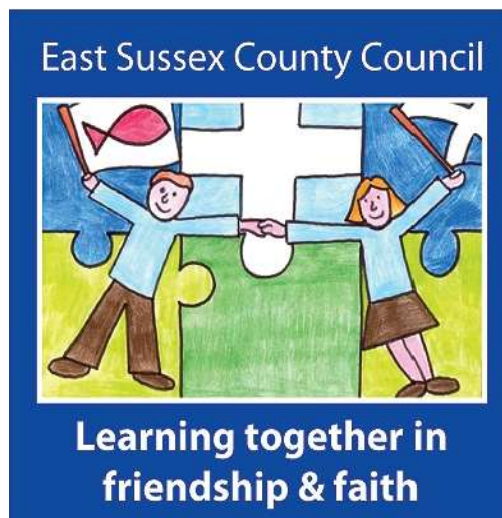


ST. ANDREW'S C.E. INFANTS' SCHOOL

PUPIl ANTI BULLYING POLICY

September 2025



To be reviewed September 2026

ST. ANDREW'S C.E. INFANTS' SCHOOL
LEARNING TOGETHER IN FRIENDSHIP & FAITH
PUPIL ANTI-BULLYING POLICY

Vision statement and statement of endeavour regarding bullying

Our vision here at St Andrew's is 'Learning together in Friendship and Faith'.

The verse that underpins this vision is John 10v10 'I came so that you would have and enjoy life and have it in abundance until it overflows.'

We aim through our commitment to building up positive working relationships with each member of our school community to foster well-being, grow as unique individuals who value one another and develop as friends and colleagues. We understand that at times these working relationships can be challenged.

At St. Andrew's C.E. Infants' School we take all forms of conflict, friendship problems, and bullying behaviour seriously. This policy will refer to 'the person bullying' and 'the person being bullied' rather than 'bully' and 'victim', both of which can be defined as negative labelling. We have a zero-tolerance approach to child-on child abuse, this is echoed in other policies and is in reference to KCSIE Sept 2025.

Our aims are:

- To provide a safe and secure environment for all students in our care.
- To create a happy and positive learning environment in which both family/carers and staff work together for the welfare of our pupils.
- That everyone is mutually valued and respected regardless of gender, race, age, beliefs and ability.

- To encourage pupils to adopt agreed standards of behaviour and values in order to develop a sense of self-discipline and to take responsibility for their own actions.
- To provide an environment where pupils develop positive working relationships with trusted adults around them and know that they are listened to when they need to talk about matters that concern them (along with all matters)
- To enable each child to flourish as an individual and as a part of the St. Andrew's family

Definition of Bullying Behaviour

We acknowledge that both friendship problems and bullying behaviour can be upsetting and unpleasant but it is important to distinguish between the two, as the responses to friendship problems will be different to the strategies used to address bullying behaviour.

Friendship problems may be an occasional incident where both pupils disagree and find it difficult to resolve the disagreement without adult help. It is unlikely to be repeated behaviour and may even be accidental, where both children make an effort to resolve the problem. However, we recognise that repeated friendship problems can sometimes lead to bullying behaviour.

Bullying behaviour is defined as - **"The repetitive, intentional hurting of one person by another (s), where the relationship involves an imbalance of power"**. (Anti-bullying Alliance 2011).

Bullying can take many forms:

- **Physical** bullying (hitting, punching, finger jabbing, any inappropriate touching, pinching, jostling, breaking or taking property)
 - **Verbal** bullying (name calling, put downs, threats, teasing, ridiculing, belittling, excessive criticism or sarcasm.)
 - **Indirect** bullying (rumours or stories, exclusion from a group, shunning, invading privacy, graffiti designed to embarrass, withholding friendship or affection.)
 - **Cyber** bullying (sending nasty phone calls, text messages or e-mails/chat rooms.)
- Linked to schools Acceptable Use Policy

Some bullying takes place because a pupil is deemed to belong to a certain group. This has been labelled 'prejudice based bullying', and includes racist bullying, homophobic bullying, sexual or gender bullying, biphobic bullying, transphobic bullying and bullying of students with learning or other disabilities. (Linked to Equalities Policy)

Such behaviour will not be tolerated (please see our Behaviour Policy). We believe at St. Andrew's that we all need to maintain an atmosphere of mutual love and respect, in which all people are working happily together and ensure that on a daily basis we have a caring, listening and ordered environment.

Strategies for preventing bullying behaviour

Whole school approach

- Issues surrounding friendships and bullying behaviour are taught through the PSHE and RSHE curriculum. Pupils are taught to explore some of the ups and downs of relationships, including the positive and negative aspects and benefits of friendships.
- Whole School Worship are also used to discuss all aspects of friendships.
- Circle Time provides opportunities for more detailed discussions and role play activities to explore the nature of bullying and how it can be responded to.
- School Council will provide a forum for discussing any bullying issues and for the children to decide ways of preventing it and supporting those who are bullied.
- Our new school rules will be upheld at all times - Ready, Respectful, Safe. All staff will monitor behaviour and intervene when it becomes appropriate, in order to prevent bullying.
- Staff on playground duty will inform class teachers of any incidents.
- School Governor meets with School Council to focus on different area of school life, friendships, safety etc

Strategies for responding to bullying behaviour

Where bullying does occur this will be followed, by an immediate and appropriate response, including the use of disciplinary sanctions where necessary.

Early identification is the most effective way in minimising bullying behaviour and the effects on the person being bullied. We also acknowledge that the person doing the bullying needs to understand that their behaviour is unacceptable and must stop. They may also need support to change their behaviour and explore the underlying reasons for bullying.

Pupils are encouraged to report any negative behaviour, even if they are not sure whether it is bullying. They can do this through:

- Speaking to their teacher/TA or any member of support staff
- Speaking to a parent/trusted adult who then may contact the school in any of the ways listed.

When bullying is known to have happened or be ongoing

The class teacher will discuss the incident(s) with the pupil being bullied. It is important that they are listened to and believed.

The incident will then be discussed with the pupil engaging in bullying. Information will be gathered from witnesses to explain what they saw.

The Deputy Head teacher and Head Teacher are to be informed immediately.

The class teacher, Deputy Head and Head Teacher will meet following these information gathering meetings. Parents of those involved will be informed of any action taken. Records will be kept on pupils' files.

Sanctions in line with the school's Behaviour Policy will be used where appropriate. These might include:

- Official warnings to cease offending or withdrawal of certain school privileges
- Internal exclusion
- Fixed-term exclusion (Reported to Governors)
- Permanent exclusion (Reported to Governors)

Where a pupil or group of pupils deny involvement in bullying behaviour the students concerned will be observed and monitored. The pupils being bullied may be asked to talk about any incidents which cause them concern.

Equal Opportunities

At St. Andrew's C.E. Infants' School we will continuously strive to ensure that everyone in our school is treated with respect and dignity. Each person in our school will be given fair and equal opportunity to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, sexuality or disability.

Monitoring and Evaluation

This document will be monitored and evaluated regularly and updated to take account of new Government and local guidance, and the views of the whole school community.

Complaints

The Governing Body has established a formal complaints procedure and this may be used by a parent/carers if necessary. This can be found on our school website and/or in hard copy from the school office.

Links

PSHEe & Behaviour Policy, Equality Policy, RSHE Policy, Teaching & Learning Policy, e-safety.