



# **SLADEFIELD INFANT SCHOOL**

## **Anti – Bullying Policy**

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**Reviewed and Approved by Governors on 1/10/24 Full Governing Body**

**Next Review Date: October 2025**



## Together We Will Stop Bullying (Our School Commitment)

At Sladefield Infant School, we are dedicated to fostering a caring and safe environment for all our pupils. We believe that bullying is unacceptable, and together, we will take a stand against it.

## Ethos and Values of Our School Community

Our school community is built on respect, kindness, and inclusivity. We encourage pupils to support one another and value the diversity within our school, creating a culture of understanding and compassion. Our values—achievement, respect, resilience, enjoyment, friendship, and equality—are at the heart of our school. As a Gold Rights Respecting School, a number of articles feed into our Anti-Bullying Policy.



<p>UN Convention on the Rights of the Child</p> <p><b>34</b> Nobody should touch me in ways that make me feel uncomfortable, unsafe or sad</p>	<p>UN Convention on the Rights of the Child</p> <p><b>19</b> I have the right to be protected from being hurt or badly treated</p>	<p>UN Convention on the Rights of the Child</p> <p><b>12</b> I have the right to be listened to, and taken seriously</p>
<p>UN Convention on the Rights of the Child</p> <p><b>3</b> Adults must do what's best for me</p>	<p>UN Convention on the Rights of the Child</p> <p><b>28</b> I have the right to an education</p>	<p>UN Convention on the Rights of the Child</p> <p><b>39</b> I have the right to help if I have been hurt, neglected or badly treated</p>



## Our Definition of Bullying

*Bullying can be defined as: "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally." (DfE "Preventing and Tackling Bullying", July 2017)*

Bullying is defined as repeated and intentional behaviour that causes distress to another individual. This includes, but is not limited to:

- *Physical bullying (hitting, kicking).*
- *Verbal bullying (name-calling, teasing).*
- *Emotional bullying (exclusion, spreading rumours).*
- *Cyberbullying (using technology to harm others).*



We use the mnemonic **STOP** with the children:

**S:** Several

**T:** Times

**O:** On

**P:** Purpose



## Understanding Bullying Behaviour

Bullying can manifest in various forms and can affect children of all ages. It often stems from a lack of understanding, empathy, or social skills. We aim to educate our pupils about these behaviours, encouraging a culture of kindness and support.

**Bullying is NOT:**

- *Rough/aggressive play*
- *Play fighting*
- *Falling out*
- *Disagreements*
- *Isolated aggressive incidents*
- *Clash of personalities/dislike for someone*

## Bullying and Keeping Children Safe

Our Anti-Bullying Policy is closely linked to our Safeguarding Policy. We ensure that all staff are trained to recognise bullying behaviour as a safeguarding concern and know how to respond effectively while prioritising the safety and well-being of every child.

## Bullying and Discrimination

We acknowledge that bullying can intersect with discrimination based on race, ethnicity, disability, gender, sexual orientation, or other protected characteristics. We are committed to addressing all forms of bullying and discrimination robustly.

## Stopping Bullying Wherever It Takes Place

Our school policy ensures that bullying is addressed promptly, regardless of where it occurs—within the school, online, or in the community. Staff will engage with parents to ensure a united approach in handling incidents of bullying.

## Preventing Bullying

We actively work to prevent bullying by:

- *Spotting signs and symptoms of bullying.*



- *Providing guidance on physical contact and consensual touch.*
- *Maintaining a zero-tolerance policy for abusive or offensive language.*
- *Integrating anti-bullying content into the curriculum.*
- *Training staff to identify and address bullying behaviour.*
- *Hosting pupil and parent workshops on bullying awareness.*
- *Participating in Anti-Bullying Week and Friendship Friday activities.*

## Reporting Bullying

We encourage pupils to speak up about bullying, providing accessible channels to report incidents. Reports may be made to trusted adults.

## Supporting Pupils

Pupils who have been bullied will be supported by:

- *Reassuring the pupil and providing pastoral support.*
- *Offering an immediate opportunity to discuss the experience with a member of staff of their choice.*
- *Recording the account of the bullying on their behalf to be used as evidence.*
- *Working with the pupil towards restoring self-esteem and confidence.*
- *Providing ongoing support; this may include working and speaking with staff, offering support from the school's Pastoral Team, and engaging with parents and carers.*
- *Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.*

Pupils who have perpetrated bullying will be helped by:

- *Discussing what happened, establishing the concerns staff have regarding the bullying, and the need to change.*
- *Informing parents/carers to help change the attitude and behaviour of the child.*
- *Providing appropriate education and support regarding their behaviour or actions.*
- *Sanctioning in line with the school's Behaviour Policy; this may include, in the most severe cases, official and fixed-term or permanent exclusions.*
- *Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.*

## Supporting Adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents/carers, whether by pupils, parents/carers, or other staff members, is unacceptable.

**Adults who have been bullied or affected will be supported by:**



- *Offering an immediate opportunity to discuss the concern with the Head Teacher or Deputy Head Teacher (or a member of the Senior Leadership Team if both the Head Teacher and Deputy Head Teacher are unavailable).*
- *Advising them to keep a record of the bullying as evidence and discussing how to respond to concerns and build resilience, as appropriate.*
- *Investigating the concern and ensuring that appropriate action is taken where bullying takes place off the school site or outside of normal school hours (including online).*
- *Reporting offensive or upsetting content and/or accounts to the service provider where bullying has occurred online.*
- *Being reassuring and offering appropriate support.*
- *Working with the wider community and local/national organisations to provide further or specialist advice and guidance.*
- *Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official Complaints Procedures.*

**Adults who have perpetrated the bullying will be helped by:**

- *Discussing what happened with the Head Teacher or Deputy Head Teacher (or a member of the Senior Leadership Team if both the Head Teacher and Deputy Head Teacher are unavailable) to establish the concern.*
- *If online, requesting that content be removed.*
- *Instigating disciplinary, civil, or legal action as appropriate or required.*

## **Responding to Bullying**

**Upon receiving a report of bullying, staff will:**

- *Investigate promptly and gather necessary information.*
- *Ensure confidentiality and support for the victim.*
- *Address the bully with appropriate consequences and restore relationships through mediation where possible.*



## Measuring Safety and Well-Being of Pupils

We regularly assess the safety and wellbeing of our pupils through surveys, feedback, and observations. Each day, children are asked to report their feelings on entering school; any child who responds negatively is supported by their class teacher or learning mentor. The data we gather informs our policy effectiveness and highlights areas for improvement.

## Communicating the Policy

This anti-bullying policy will be communicated to all members of the school community, including pupils, staff, and parents. Copies will be made available on our website and shared during school events to ensure everyone understands our commitment to preventing and addressing bullying.

## Monitoring and Review

We will ensure that we regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. The Head Teacher will be informed of bullying concerns as appropriate. The named Safeguarding Governor will report regularly to the Governing Body on incidents of bullying, including outcomes.

## Links with Other School Policies and Practices

**This policy links with several school policies, practices, and action plans including:**

- *Behaviour Policy*
- *Code of Conduct for Staff & Visitors*
- *Complaints Procedures*
- *Child Protection Policy*
- *Confidentiality Policy*
- *E-Safety & Computing Policies*
- *Safeguarding Policy*
- *Equalities & Diversity Policy*
- *Social Media Policy*
- *PHSE Policy*
- *Mental Health & Wellbeing*

## Links to Legislation



**There are several pieces of legislation that set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):**

- *KCSIE 2024*
- *Working Together to Safeguard Children 2024*
- *The Education and Inspection Act 2006, 2011, 2016*
- *The Equality Act 2010*
- *The Children Act 1989*
- *Protection from Harassment Act 1997*
- *The Malicious Communications Act 1988*
- *Public Order Act 1986*
- *Communications Act 2003*
- *Human Rights Act 1998*
- *Education Act 2011*
- *DfE (2017) 'Preventing & Tackling Bullying'*
- *DfE (2018) 'Mental Health and Wellbeing Provision in Schools'*

**Date of Review: September 2025**