

SLADEFIELD INFANT SCHOOL

Anti – Bullying Policy

Written by: Nicola Connolly

Reviewed and Approved by Governors on 13th Oct 2026

Next Review Date: October 2027

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.

Our Commitment to Wellbeing and Rights Respecting Practice

At Sladefield Infant School, we are deeply committed to promoting the mental health and wellbeing of all children, staff, and families. We recognise that emotional wellbeing is essential for learning, growth, and happiness.

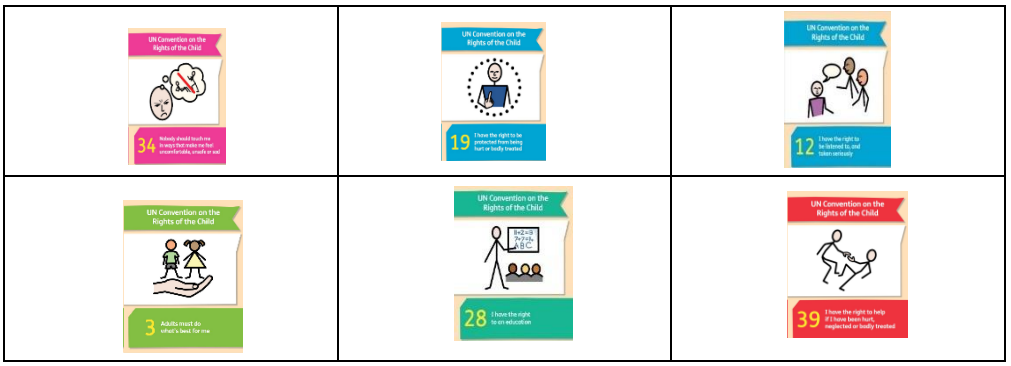
As part of this commitment, we are proud to be working towards the **Wellbeing in Schools Award**, which supports our whole-school approach to emotional health and resilience.

We are also a **Rights Respecting School**, guided by the principles of the UN Convention on the Rights of the Child. This means we teach children about their rights and responsibilities, and we create a school environment where every child feels safe, respected, and valued.

This policy supports and reflects our ongoing work in these areas, ensuring that all decisions and practices uphold our values of respect, inclusion, and wellbeing.

As a Gold Rights Respecting School, a number of articles feed into our Anti-Bullying Policy.

Article 3 – Adults must do what's best for children Article 12 – Children can share their thoughts Article 19 – Protection from harm	Article 28 – Right to education Article 34 – Protection from sexual abuse Article 39 – Help to feel better after bad things

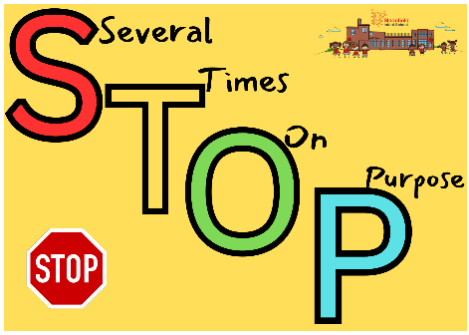


Our Definition of Bullying

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

Prejudice-Based Bullying

The school recognises that bullying may be motivated by prejudice or discrimination relating to:

- *Race or ethnicity*
- *Religion or belief*
- *Disability*
- *Sex*
- *Gender reassignment*
- *Family circumstances*
- *Physical appearance*

Any such incidents will be recorded, investigated and monitored appropriately under the Equality Act 2010

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.

Cyberbullying

The school recognises that bullying can occur through the use of technology, including messaging services, gaming platforms, websites and social media. Incidents of cyberbullying affecting members of the school community will be investigated and addressed in line with this policy and the Online Safety Policy.

Child-on-Child Abuse

At Sladefield Infant School, we recognise that bullying can be a form of child-on-child abuse. Incidents will be considered within the context of safeguarding procedures and managed in line with the Child Protection and Safeguarding Policy. Where concerns meet safeguarding thresholds, they will be recorded on CPOMS and referred to the Designated Safeguarding Lead.

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.*

All confirmed bullying incidents, discriminatory incidents and safeguarding concerns arising from bullying behaviour will be recorded on CPOMS in accordance with the school's safeguarding procedures.

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 Headteacher will present a bullying report to Governors, detailing the number and nature of incidents, patterns and trends, actions taken and any improvements identified at each full governor meeting. The school will ensure that there is a named Safeguarding Governor.

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):

- *Keeping Children Safe in Education 2026Working Together to Safeguard Children 2024*
- *Working Together to Safeguard Children 2024*
- *Education and Inspections Act 2006*
- *Education Act 2011*
- *Children Act 1989 & 2004*

- *The Equality Act 2010*
- *Protection from Harassment Act 1997*
- *The Malicious Communications Act 1988*
- *Public Order Act 1986*
- *Communications Act 2003*
- *Human Rights Act 1998*
- *DfE (2017) 'Preventing & Tackling Bullying'*
- *DfE (2018) 'Mental Health and Wellbeing Provision in Schools'*

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