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Elmridge Primary School
BRIGHT FUTURES EDUCATIONAL TRUST

Anti-Bullying Policy

Approved by:	Local Governing Body
Policy Created:	2022
Frequency of review	Every year
Update Approved:	September 2026
All policies are available to stakeholders either on the school website or upon request from the school office.	

Introduction
At Elmridge Primary School, we acknowledge that bullying can occur in any educational setting. We prioritise the prevention of bullying and the consistent response to any incidents to ensure the safety and well-being of all pupils.

In accordance with the Equality Act 2010, our school is committed to:

- Eliminating unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Act.
- Advancing equality of opportunity between individuals who share a protected characteristic and those who do not.
- Fostering good relations between individuals who share a protected characteristic and those who do not.

We are dedicated to safeguarding and promoting the welfare of all pupils and expect all staff and volunteers to share this commitment. Under the Children Act 1989, any bullying incident that raises concerns about a pupil suffering, or likely to suffer, significant harm must be treated as a child protection issue. In such cases, the school will report concerns to the Local Authority's safeguarding team.

This policy is closely linked with our Behaviour and Positive Relationships Policy, Safeguarding and Child Protection Policy, School Code of Conduct, and the School's Vision and Values.

Principles
The governing body and the Principal are responsible for ensuring that all members of the school community work within a safe and supportive environment.

The four guiding principles of the Early Years Foundation Stage underpin our Anti-Bullying Policy from the moment a pupil enters our school:

1. Every pupil is unique, constantly learning, and capable of resilience, confidence, and self-assurance.
2. Pupils learn to be strong and independent through positive relationships.
3. Pupils thrive in enabling environments that respond to their individual needs and foster strong partnerships with parents and/or carers.
4. Pupils develop and learn in diverse ways and at different rates, including those with special educational needs and disabilities.

Aims
We aim to cultivate a school ethos where bullying is deemed unacceptable, ensuring a safe and secure environment for all pupils. Our goal is for every pupil to reach their full potential academically, socially, and personally within a supportive environment.

Definition of Bullying
At Elmridge Primary School, bullying is defined as behaviour that is deliberate, repeated over time and intended to hurt another person, either physically or emotionally. Bullying often targets an individual because of a protected characteristic, although it can occur for other reasons.

Bullying can take many forms, including:

- Physical bullying, such as hitting, pushing or damaging belongings.
- Verbal bullying, such as name-calling, teasing, insults or threats.

- Social or relational bullying, such as deliberately excluding someone, spreading rumours or encouraging others to isolate them.
- Cyberbullying, including bullying through mobile phones, online games, messaging apps, email or social media.

Vulnerable Groups

Certain groups may be more susceptible to bullying, including:

- Children Looked After
- Young carers
- Gypsy, Roma and Traveller children
- Pupils with Special Educational Needs or Disabilities (SEND)
- Ethnic minority children
- Pupils entitled to Free School Meals
- Pupils for whom English is an Additional Language
- Those perceived to be LGBTQ+
- Pupils facing health challenges, including mental health issues

Signs of Bullying

Staff should be vigilant for signs of bullying or other child protection issues, including:

- **Physical:** Unexplained injuries, missing belongings, damaged property, loss of appetite, stomach aches, or bedwetting.
- **Emotional:** Withdrawal, anxiety, mood swings, tearfulness, or sudden changes in behaviour.
- **Behavioural:** Reluctance to attend school, changes in routes, asking for more money, or truancy.

Roles and Responsibilities Governors

- The governing body will not condone bullying and will take all incidents seriously.
- They will monitor bullying incidents and regularly review the effectiveness of this policy.

Principal

- Implement the anti-bullying policy and ensure staff are trained to address bullying.
- Report on the policy's effectiveness to the governing body.
- Ensure all pupils understand that bullying is unacceptable.
- Make the policy available to parents via the school website.
- Investigate reported incidents and inform parents of outcomes.
- Impose appropriate sanctions on persistent bullies, considering severe cases for permanent exclusion.

Staff Responsibilities

- Confront bullying and listen to all parties involved.
- Investigate incidents promptly and take appropriate actions.
- Maintain records of bullying incidents and report them to senior leadership.
- Promote a positive school culture that discourages bullying.

Parents and Carers

- Support this policy and report any bullying concerns.
- Be informed of incidents involving their child and participate in discussions.

- Engage in regular surveys conducted by the school.

Pupils

Pupils must:

- Be aware of and comply with this policy.
- Report any bullying incidents to a staff member.
- Participate in discussions about bullying prevention.

Bullying Prevention

Preventing bullying is essential to minimise incidents. We provide regular opportunities for pupils to discuss bullying through assemblies and PSHE lessons. An annual 'Anti-Bullying Week' is held to raise awareness. E-safety is integrated into the curriculum, and parents receive information through newsletters and the school's website. Pupils are encouraged to inform an adult if they suspect someone is being bullied.

Responding to Bullying

All alleged bullying cases should be reported to the Principal or a senior staff member.

1. The Principal or senior staff will establish the facts by speaking with all parties involved, including witnesses.
2. If bullying is confirmed, a restorative approach will be employed to address the situation, ensuring both the perpetrator(s) and victim(s) understand the impact of the behaviour.
3. All incidents must be recorded on CPOMS, and parents of both parties will be informed.
4. If the situation does not improve, the Principal will meet with the parents of the perpetrator(s) to agree on clear expectations and boundaries.
5. Further incidents may result in intervention, additional monitoring, support, and appropriate sanctions until the bullying ceases.

Listening to Children

It is crucial that children feel heard when discussing potential bullying incidents. Staff should:

- Listen attentively.
- Take their concerns seriously.
- Show empathy and reassure them it's not their fault.
- Avoid stereotypes and follow reporting procedures.

Remember

- Bullying can significantly affect children both in the short and long term.
- Be vigilant for signs of bullying and recognise vulnerable individuals.
- Report any concerns and take prejudice-based bullying seriously.

Monitoring and Review

The Principal will regularly monitor this policy's effectiveness and report findings to the governing body. The governing body will review the policy annually to ensure it remains relevant and effective.