Sandon Primary Academy

Child Friendly Anti Bullying Policy

Updated: November 2026

Pupil Leadership Team



Sandon Primary Academy is a place where every child feels welcome – we want every child to achieve their very best in a safe and happy place. Our school motto ensures that everyone respects each other and themselves and that both staff and pupils take responsibility for our actions. As well as this, our Sandon Rock sayings help us all to be the best versions of ourselves both academically and in life.

Sandon Primary Academy acknowledges that bullying may occur, but as an academy we promise to maintain a zero-tolerance approach to bullying, unwanted attention and discrimination. We will not accept bullying in our school.

We believe that:

- Bullying is unacceptable
- Bullying can always be dealt with in a safe way
- Asking for help is a sign of strength
- All children will be listened to and taken seriously
- Everyone understands what bullying is
- Everyone treats everyone with respect



Definition of Bullying

Bullying is bad – it's hurting someone Several Times On Purpose and making someone sad – STOP Bullying!

What bullying is

- Intentional – it is done on purpose to hurt someone's feelings
- Repeated – it happens over and over again over the course of days and weeks, not just once
- Targeted – aimed at a particular individual or group of children

What bullying is not

- It's not a one-off incident
- An accident
- A falling out with a friend



Forms of Bullying

- Online (cyber) – sending unkind or threatening messages, posting hurtful comments, sharing embarrassing photos or videos, creating group chats to exclude someone, pretending to be someone online, or encouraging others to be unkind through games, apps or social media.
- Verbal – name-calling, teasing, insults, threats, criticism or making fun of someone.
- Emotional/Mental – leaving someone out, spreading rumours, embarrassing someone, making someone feel isolated or unwanted.
- Physical – hitting, kicking, pushing, pinching, spitting or damaging someone's belongings.
- Indirect – getting others to be unkind, talking behind someone's back or sharing rumours.

- Prejudice-based discriminatory bullying – bullying someone because of who they are or someone thinks they are. This includes bullying related to:

race or ethnicity
religion or belief
disability or additional needs
sex
gender identity
sexual orientation
being a young carer
being looked after or adopted
family circumstances or appearance

We celebrate differences at Sandon Primary Academy and everyone has the right to be treated with respect.

Anti-Bullying Code

If you see someone being bullied, you should

- Try to include that person and show kindness to them
- Don't walk by, report it
- Tell the bully to STOP



You should not

- Approach the bully
- Join in
- Be a bystander

If you are a victim of bullying:

Do

- Save online evidence
- Tell the bully to stop
- Tell a Sandon Saint
- Tell an adult
- Surround yourself with friends and people you can trust
- Stay calm even though its hard
- Tell the truth
- If the bullying is online, do not delete the messages straight away. Show them to a trusted adult so they can help and keep you safe.
- Block and report unkind behaviour online if an adult advises you to.

You should not

- Retaliate / don't message them back
- Think its your fault
- Bottle up your feelings
- Take it out on those who care for you
- Isolate yourself
- Harm yourself
- Do what the bully says



How can I help to stop bullying in our school?

- Use the Sandon Saints for help
- Follow this policy
- Be Sandon Rock – only the best is good enough
- Take responsibility for your actions
- Think before you speak or do anything
- Be kind and respectful of yourself and others
- Treat other people how you want to be treated
- Be an upstander, not a bystander
- Be truthful and honest

How our school will deal with an allegation of bullying:

If someone tells us about bullying, or if we think bullying may be happening, we will:

1. Listen carefully and take it seriously. We will make sure everyone feels safe and knows they have done the right thing by speaking up.
2. Gather the facts. We will speak to everyone involved separately and listen to different points of view so we can understand what has happened.
3. Keep everyone safe. We may make changes to seating, playtimes, online access or supervision while we investigate.
4. Tell the right adults. Staff will record what has happened and share concerns with senior leaders if needed.
5. Work with families. We will usually talk to parents and carers so that school and home can work together to stop the bullying.
6. Provide support. We will support the child who has been bullied and help them feel safe, confident and included. We will also help the child displaying bullying behaviour understand the impact of their actions and make positive changes.
7. Take action. There will be appropriate consequences in line with our behaviour policy. We may also use restorative conversations to help repair relationships when it is safe and appropriate to do so.
8. Monitor the situation. We will check regularly that the bullying has stopped and that everyone feels safe.

Remember:

Our children and staff are committed to the 3 R's:

Respect for self – don't let someone else define your worth

Respect for others – treat others with kindness and how they want to be treated. Everybody is different and difference should be celebrated.

Responsibility for our actions – taking responsibility for our mistakes and learning from them

