



# ANTI-BULLYING POLICY

SANDON PRIMARY ACADEMY

Mrs R Beckett & Mrs L Kiddle (Co-Principals)

Review date: September 2026

Sandon Primary Academy aims to provide a safe environment that respects and meets the needs of every child, and one where individuals have the opportunity to achieve their full potential. The aim of this policy is to ensure that all children and adults within school have a common understanding of what bullying is.

## Definitions of Bullying

Bullying is purposeful and repeated action conducted by an individual or group and directed against an individual who cannot defend him/herself in the situation.

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*“Behaviour usually repeated over time, that intentionally hurts another individual or group, physically or emotionally. One person or a group can bully others” (DCSF, 2009)*

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## Our School’s child friendly definition is:

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*“Bullying is being nasty to someone, on purpose, when it goes on and on and on”*

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**At Sandon Primary Academy, we define bullying actions to be:**

- *Intention to be mean*
- *Repeated over a period of time (more than one occasion)*
- *Difficult for individuals to defend themselves against – “imbalance of power”*

## Forms of Bullying

Bullying can take many forms, but is generally seen to come in four main forms which are, often because of someone’s differences, such as race, religion, Special Educational needs/ disabilities, home circumstances / family, or appearance:

**Verbal:** where bullying can take the form of using threats, name calling / teasing, calling family members names, anything unkind that people may say – using threatening or provocative language

**Psychological bullying** sometimes called Silent or Indirect: excluding an individual from group play, refusing to talk or even acknowledge an individual, refusing to be friends with others

**Physical** forms of bullying can include any physically aggressive act such as punching, kicking, slapping, theft or damage to items, taking or hiding another’s property.

**Cyber Bullying:** this is bullying using mobile phones, social networking sites and other electronic devices to either harass, threaten or say hurtful things about people.

As a school we acknowledge that from time to time bullying does happen, however we are committed to promoting a zero tolerance approach to bullying, harassment and discrimination.

We believe that:

- *Bullying is undesirable and unacceptable.*
- *Bullying is a problem to which solutions can be found.*
- *Seeking help is a sign of strength not weakness.*
- *All members of the school community will be listened to and taken seriously.*
- *All of us have a responsibility to ensure that we do not abuse or bully others.*

## Whole School Strategy to Minimise Bullying:

### All forms of bullying will be carefully investigated

- *Pupils parents and staff will be encouraged to talk openly about the issue*
- *Staff will respond calmly and consistently to allegations of incidents of bullying*
- *As part of the curriculum types of bullying in all its forms will be included to inform planning of PSHE / circle time sessions*
- *Peer support will be strongly emphasised – children will be taught how to effectively support a bullied child and how to resist joining in with bullying*

## Anti- Bullying Code

### If you see someone being bullied:

- *DON'T rush over and take the bully on*
- *DO let a teacher or other staff member know*
- *DO try to be a friend to the person being bullied*
- *DON'T be made to join in*

### If you are a victim of bullying:

- *TELL a teacher or another adult in school*
- *TELL your family*
- *TAKE a friend with you if you are scared to tell someone by yourself*
- *KEEP telling someone until they listen*
- *DON'T blame yourself for what has happened*

## Possible Signs and Symptoms of Bullying

### A child may indicate by the following signs or behaviour that he or she is being bullied:

- *Is frightened of walking to or from school*
- *Doesn't want to go on trips or school bus*
- *Begs to be driven to school*
- *Changes their usual routine*
- *Becomes school phobic – unwillingness to come to school*
- *Begins to truant*
- *Becomes withdrawn, anxious, or lacking in confidence*
- *Starts stammering*
- *In severe cases begins to self- harm*
- *Attempts or threatens suicide or runs off*
- *Cries themselves to sleep*
- *Starts to soil*
- *Has nightmares*
- *Feels ill in the morning*
- *School work deteriorates*
- *Comes home with clothes torn, or possessions missing*
- *Asks for money or steals to pay the bully*
- *Has dinner money or other monies lost*
- *Comes home hungry – lunch or dinner money stolen*

- *Stops eating*
- *Becomes aggressive, disruptive or unreasonable*
- *Bullying other children or siblings*
- *Frightened*
- *Afraid to use the internet or mobile phone*
- *Nervous when a cyber- message is received*
- *Lack of eye contact*
- *Changes in attitudes and behaviour*

## How Sandon Primary Academy responds to Specific Allegations of Bullying

- *Children will know who to talk to in first instance, friend, Learning Mentor, Class Teacher, a member of the Pupil Voice, Learning Support Assistant, Supervisory Assistant*
- *Children must be given every opportunity and encouraged to report the bullying in the first instance, but it will be the class teacher who will follow up allegations. Any other adult in a position of responsibility should feed back to the class teacher as soon as possible*
- *The class teacher will take steps to discuss the problem with the bullies to seek an early resolution*
- *It may be necessary to request the intervention of outside agencies, counselling police etc.*
- *Both bullied and bullying parties will be informed that the situation is being monitored by the class teacher concerned*
- *If there is no improvement, or further bullying occurs or the initial bullying incident is of a serious nature then the parents of the bullying child will be contacted to come into school to discuss the problem and make them aware that a zero tolerance policy is in effect. If further bullying takes place, then there is the risk of exclusion for a fixed term in the first instance.*
- *As a result of the discussion clear expectations are laid down in respect of behaviour, attitudes, where the bullying child will be at specific times of the day, who they should keep away from, arrangements for start and end of day and lunchtimes*
- *The bullied child will be given appropriate support to raise/develop their self-esteem.*

Note: bullying is not only between 2 children, but this could also include bullying of and by school staff, whether by / to pupils, parents or other staff.

Where reported incidents are investigated and found not to be bullying, the normal school rules and sanctions will be followed.

### Remember

**RESPECT FOR SELF**  
**RESPECT FOR OTHERS**  
**RESPONSIBILITY FOR ACTIONS**