



Madresfield C.E. Primary School



Anti-Bullying Policy

LAB Approval: March 2026

Date of last review: March 2025

Date of next review: Spring Term 2027

Policy Owner: Headteacher

Our Vision

Ignite Illuminate Inspire

At Madresfield we are a caring inclusive school, where everyone is welcome as Jesus welcomed all. We work closely with all stakeholders to support our children in achieving their God given potential. Inspired by ***Psalm 119:105 "God's word is a lamp to guide our feet and a light for our path"***.

As a school we aim to:

Ignite: to cultivate a love for learning and awe and respect for God's world.

Illuminate: to trust in God to guide us and develop our wisdom and compassion as we journey through school.

Inspire: to help our children to shine as we celebrate their successes and help them to develop into beacons of hope for others within our school and wider communities.

In order for children to achieve their potential we have in place and follow the following school rules:

Be kind- being kind to others.

Be ready- being ready to learn.

Be respectful- being respectful to all.

Be safe- being safe around school.

Equality and Diversity Statement

At Madresfield CE Primary School we promote equality of opportunity. We promote positive attitudes and encourage active participation of all stakeholders regardless of race, gender, disability, age, religion, belief and sexuality.

In so doing we strive to eliminate any unlawful discrimination or harassment of any group and where any such harassment is found appropriate action will be taken immediately.

This policy has been reviewed; to the best of our knowledge we do not feel it impacts negatively on any specific group or individual within our school community.

1. Introduction

1.1 At Madresfield we accept the responsibility for providing an environment underpinned by Christian Values where all our children can feel safe and respected.

1.2 We would like all children not to become victims of bullying. We, therefore, endeavour to help all children to develop good self-esteem, the confidence to be assertive and to form good relationships with others. Our Behaviour Policy is based on the use of Christian values, positive relationships reinforcement strategies, self-discipline and providing choices.

1.3 There are appropriate procedures in place for dealing with persistent, difficult and disruptive behaviour. We work in partnership with parents to resolve any difficulties.

2. What is bullying?

2.1 Bullying is defined as deliberately hurtful behaviour, over an ongoing sustained period of time.

The nature of bullying can be:

- **Physical** (e.g. pushing, kicking, hitting, pinching, and other forms of violence, verbal threats.)
- **Verbal** (e.g. name-calling, sarcasm, spreading rumours, teasing)
- **Emotional/Indirect/Segregation** (e.g. excluding someone, tormenting, ridicule, humiliation.)
- **Child on Child**
- **Prejudicial and/or racist:** taunts, graffiti, gestures.
- **Sexual** (violence or harassment – between children)
- **Cyber** (e.g. messaging, social media, email).

3. Creating an anti-bullying climate in school

3.1 Our school's Behaviour Policy explains how we promote positive relationships in school to create an environment where pupils behave well, where pupils take responsibility for each other's emotional and social well-being and where they include and support each other.

3.2 We recognise the difference between bullying/bossiness and bullying/boisterous behaviour.

As stated in section 2, bullying will happen over a period of time, rather than a single one-off incident.

Bullying	Bossiness
Focused on younger, smaller or timid children, increasingly relying on threat and force.	Bossing whoever is around at the time.
Wilful conscious desire to hurt, threaten and frighten	Usually grows out of it as they mature and learn social skills
Bullying	Boisterous
Wilfully spoiling other children's play activities, showing violence and hostility.	Natural uncontrolled playing.
Rough intimidating behaviour	High spirits, not intentionally unfriendly

3.3 Our Preventive Measures – at Madresfield we believe that prevention is better than cure.

We:

- carry out daily check ins with the class
- have worry boxes in each class
- encourage the caring and nurturing side of children
- work for a caring, co-operative ethos (home corner, paired, group work, buddy systems)
- discuss friendships
- take part in circle time games
- ensure adequate supervision in playgrounds
- positively encourage caring and discourage bullying
- encourage confidence to report or tell an adult
- challenge stereotypes across the school
- initially address bullying with a "no blame" policy where blame is not given but where the underlying problem is discovered and the victim has a chance to voice how the bully's behaviour makes them "feel" and vice versa
- explain to children and parents what 'cyber bullying' is and how to prevent it.

The Personal, Social, Health and Economic (PSHE) lessons include opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.

Our collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.

3.4 Bullying will not be tolerated and we make this clear in the information we give to pupils and parents.

4. Procedures for reporting and responding to bullying incidents

4.1 All allegations and incidents will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

4.2 The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

- a) Report all bullying allegations and incidents to staff.
- b) All cases of bullying will be recorded by staff on CPOMS.
- c) Staff will make sure the victim(s) is and feels safe.
- d) Appropriate advice will be given to help the victim(s).
- e) Staff will listen and speak to all children involved about the incident separately.
- f) The problem will be identified and possible solutions suggested.
- g) Positive rewards systems are used throughout the school, and if necessary appropriate sanctions such as the withdrawal of privileges are enforced
- h) Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- i) Staff will reinforce to the bully that their behaviour is unacceptable.
- j) If possible, the pupils will be reconciled.
- k) Support will be given, to help the bully (bullies) understand the impact that their behaviour has had on themselves and others.
- l) After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- m) Bullying incidents will be discussed regularly at staff meetings.
- n) Parents of bullies will be informed to help change attitude of the pupil. Advice from the Child Educational Psychologist or Pupil Referral Unit may be sought if necessary.
- o) Pupils may be put onto a Pastoral Support Plan if they continue to bully. In extreme cases temporary or permanent exclusion may be considered.
- p) Parents of victims will be informed of action taken.

All incidents of bullying are logged as part of the safeguarding process.

4.3 Bullying outside of school.

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day.

Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond accordingly to the appropriate authorities (such as police or local authority).

5. Bullying and Special Educational Needs and Disabilities

We recognise that children with Special Educational Needs and/or Disabilities may be more susceptible to bullying, that they may not recognise bullying behaviour, that they are being bullied, that their own behaviours may be seen by someone else as bullying, or that they are being provocative and therefore inflaming bullying situations.

It is acknowledged that some children and young people may have difficulty remembering things so it may be necessary to act very quickly while the child can remember what bullying took place. They may have specific difficulties telling people about bullying or reporting it; therefore, staff will need to provide extra support including the need for staff to carefully check the child's understanding of the situation.

A whole school approach to anti-bullying is the most effective way to ensure that all pupils' wellbeing is paramount and that the children understand what is expected of them and others in terms of their behaviour towards one another.

6. What can parents do to help?

We give high priority to clear communication within the schools and to a positive partnership with parents, as we believe that these are crucial in promoting and maintaining high standards of behaviour.

Parents can help by:

- inform the school immediately if you feel that your child is being bullied
- don't encourage your child to hit back
- keep a log of incidents
- refrain from asking your child leading questions such as, 'What did 'so and so' do today?' etc. as this can confuse them into giving you an answer that they think you want to hear
- encourage your child to be assertive and confident
- monitor your child's mobile phone and internet access (if applicable)
- encourage your child to let the teacher know what is happening as soon as it happens
- model the behaviour that we want our children to copy - the best gift is a good example!
- support the school if your child is identified as being a bully. It is a difficult situation for parents, but it is a behaviour that can be improved, especially if we work together in a no blame atmosphere
- seek support and advice for parenting – the hardest job in the world.

Further help can be provided by contacting Childline on 0800 1111, or The Children's Society's website which has information about emotional and mental health issues.

This policy will be promoted and implemented throughout the school by all staff.

The Anti-Bullying Policy is applied in conjunction with other policies and documents listed below (not exhaustive list):

- KCSiE 2025
- Behaviour Policy
- Child on Child Policy
- Safeguarding Policy
- SEND Policy
- PSHE Policy