



Ruardean C of E Primary School

Anti-Bullying Policy

Love of Learning - Love of Life - Love of One Another

Matthew ch22 v33-40

Policy Reviewed:	Annually
By:	Performance, Standards & Community Committee
Agreed:	21/11/2025
Next Review:	Autumn 2026
Policy Owner	Headteacher

Related Policies

- Behaviour
- SEND
- Single Equality
- Acceptable Use
- Safeguarding/Child Protection Policy and Offer of Early Help
- GCC/DfE Exclusions Guidance - [The Prevention and Management of Suspensions and Permanent Exclusions in Schools](#)

The aim of our anti-bullying policy here at Ruardean C of E Primary School is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

As stated in the school's vision we seek to create a caring Christian community in which children can begin to develop a sense of individual responsibility and understanding of citizenship. It is within this ethos that we promote our core values of hope, creativity, friendship, respect, responsibility, and perseverance.

1.0 A Definition

Bullying is defined as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Key Characteristics of Bullying (as outlined by DfE and GOV.UK):

- **Repetitive and persistent:** It happens more than once or is likely to be repeated.
- **Intentionally harmful:** The behaviour is meant to cause distress or harm.
- **Involves an imbalance of power:** The victim may feel unable to defend themselves.
- **Causes emotional or physical harm:** This includes distress, fear, loneliness, or lack of confidence.

1.1 Forms of Bullying

Bullying can take many forms, including:

- **Physical:** hitting, kicking, pushing
- **Verbal:** name-calling, teasing, threats
- **Emotional:** excluding, spreading rumours
- **Cyberbullying:** harmful messages or content shared online
- **Prejudicial:** targeting someone based on race, religion, gender, disability, or other differences

1.2 Legal and Policy Context

While bullying itself is not a specific criminal offence, certain behaviours associated with bullying may be criminal under laws such as:

Protection from Harassment Act 1997
 Malicious Communications Act 1988
 Communications Act 2003
 Public Order Act 1986

1.3 Schools are legally required to:

Have measures in place to prevent all forms of bullying (Education and Inspections Act 2006).
 Promote good behaviour and respect for others.
 Comply with the Equality Act 2010, ensuring protection against discrimination and harassment

1.4 Vulnerable Pupils:

Vulnerable pupils are more likely to be the targets of bullying due to the attitudes and behaviours some young people have towards those that are different from themselves.

Vulnerable pupils may include, but are not limited to:

- Pupils who are adopted
- Pupils suffering from a health problem
- Pupils with caring responsibilities
- Pupils from socio-economic disadvantaged backgrounds

Pupils with certain characteristics are also more likely to be targets of bullying, including but not limited to:

- Pupils who are LGBTQ+ or perceived to be LGBTQ+
- Black, Asian and minority ethnic (BAME) pupils.
- Pupils with SEND.

2.0 Prevention Strategies

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, Circle Time, anti-bullying week, worship, and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Other provision might include:

- Embedding values of kindness and respect in the curriculum.
- Regular PSHE lessons and worships focused on empathy, friendship, and resilience.
- Support from the Emotional Literacy Support Assistant (ELSA) or Family Support Worker (FSW)
- Staff training on recognising and responding to bullying.
- Clear behaviour expectations and relational restorative practices
- Circle time.
- Whole class or group relational restorative practice.
- School assemblies like NSPCC Speak out campaign.
- School Council.
- Small social skills groups.
- The Buddy System.
- Pupil Voice.
- Talks and support from our PCSO.
- E-Safety work.

3.0 Reporting and Responding

- Pupils can report bullying to any trusted adult.
- All reports will be taken seriously and investigated promptly.

- Support will be provided to both the victim and the perpetrator.
- Parents will be informed and involved in resolution strategies.
- Incidents will be recorded and monitored by the SLT.

3.1 The following disciplinary steps can be taken:

- Including parents and carers in conversations around concerns.
- Official warnings to cease offending.
- Missing playtimes or internal exclusion
- Exclusion from certain areas of school premises.
- Fixed-term suspension
- Permanent exclusion.

3.2 Support for Pupils

- Safe spaces and trusted adults available for pupils to talk.
- Access to pastoral support and counselling if needed.
- Relational restorative conversations to rebuild relationships.
- Follow-up to ensure bullying has stopped.

3.3 Pupils will be encouraged to:

- Tell yourself that you do not deserve to be bullied, and that it is WRONG!
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Be assertive - shout "No!" Walk confidently away. Go straight to a teacher or member of staff.
- Not immediately fight back or make counter threats as it may make things worse. Talk to a teacher or parent/guardian first.
- Keeping evidence of cyber bullying and informing a parent and member of staff if they fall victim to cyber bullying.

3.4 If a pupil knows someone is being bullied:

- TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
- Pupils should always feel confident that they will always be listened to if reporting a bullying incident and should tell an adult that they trust.
- Victims will always be treated seriously, supported and kept safe.

4.0 The success of this policy

The success of this policy will be judged according to:

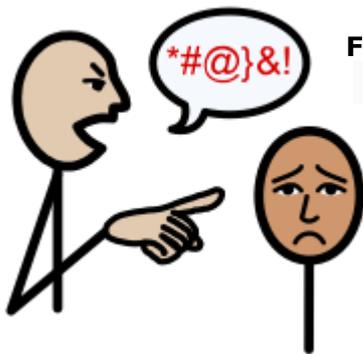
- Positive responses to pupil questionnaires
- The total number of fixed-term and permanent exclusion
- The anecdotal comments of the school community
- Comments from children in school council and parent and staff evaluations

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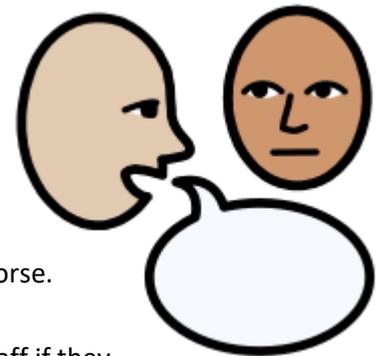
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