

Churchfield C.E. Primary Academy



Anti-Bullying Policy

Mr G. Lloyd _____ Head of School

Mr. C. Dobson _____ Exec Principal

October 2025

Walking together in the light of the Lord, we aim to create a supportive and safe environment where we encourage each other to be the best we can be. At Churchfield we learn to take pride in our successes and aspire to make a positive difference for ourselves, the local community, and the wider world.

Introduction

Bullying in any form – verbal, physical, psychological and emotional – is not tolerated within our academy. If a child is being bullied it can have an adverse effect on many aspects of their educational life. It is for this reason that children being bullied are well supported. Close communication with parents will be sought in order to work together to stop the bullying.

Bullying is defined as: The repetitive, intentional hurting of one person by another, where the relationship involves an in-balance of power. Bullying can be carried out physically, verbally, emotionally or through various social media platforms, referred to as cyber bullying.

Aims

At Churchfield C.E Primary Academy we aim to:

- Promote a safe and happy learning environment for all children.
- Ensure all children feel valued and are respected as individuals within the school community.
- Ensure all children develop to their true potential without fear and make the most of all educational opportunities.

Bullying

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

Bullying can take different forms:

- Verbal bullying: name calling, use of threatening or provocative language, etc;
- Psychological bullying: excluding an individual from group play, refusing to talk to or even acknowledge an individual;
- Cyber bullying
- Sexist, Disabled, Homophobic, Physical bullying; Racial discrimination, (judged on context/age/maturity of child)
- Hitting, kicking and or grabbing an individual; taking or hiding another's property etc.

Child-on-child abuse is any form of physical, sexual, emotional, and financial abuse using coercion/power and/or control by an individual child or group of children and is exercised between children and within their relationships (both intimate and non-intimate). Bullying can also be part of child-on-child abuse.

Possible Signs

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, unusual absences or clinging to adults. Some children may begin to show bullying tendencies towards other pupils. There may be changes in work patterns, lack of concentration or truanting from the academy.

It is our aim to:

- Ensure all children and adults have a common understanding of what bullying is
- Minimise all forms of bullying
- Communicate clearly to children and parents the academy's strong response
- Stress that the whole academy community acts together on this issue
- Continually work to maintain a warm and harmonious atmosphere within the academy

Principles

- All allegations of bullying will be carefully investigated;
- Pupil's, parents and staff will be encouraged to talk openly about the issue;
- As part of the curriculum, greater understanding of bullying will be developed;
- Children will be taught strategies to help them deal with bullying situations;
- Staff will respond calmly and consistently to allegations or incidents of bullying;
- The academy will protect and support all parties during academy/ extra-curricular time and on academy premises whilst bullying issues are resolved.

Procedures for Identifying / Dealing with Bullying

- Pupils are encouraged to tell an adult if they feel they have been bullied – teacher, classroom assistant, lunchtime supervisors (or parents if they are unable to tell an adult at the academy).
- Observation of pupils' behaviour within the classroom, at breaks and at other times by adult members of the academy community.
- Listening to the views of pupils and parents and dealing with comments sympathetically.
- Investigation of incidents.
- Communication between members of the academy community to ensure the situation is monitored and appropriate support is provided is paramount.
- Counselling (through an appropriate Nurture programme such as The Hope Project) for the person being bullied and the person responsible for the bullying is provided.

Through this we:-

1. Reaffirm the individual value of the person being bullied.
2. Help the person who is responsible for the bullying to think through the consequences of their actions.
3. Clearly establish the next steps/sanctions for the person responsible for the bullying.
4. Clarify our expectations regarding her/his future behaviour.
5. Bullying can have consequences for the mental health and well-being of all involved - the person being bullied, the bully and witnesses – and all will be supported through steps outlined in the Mental Health and Well-being policy.

Records of bullying incidents will be kept (including evidence of cyber bullying). In addition to this:

- Parents of the person who has been bullied will be contacted.
- Parents of the person responsible for the bullying will be contacted.
- Appropriate sanctions will be implemented

Voice of the child

Children who feel they are being or have been bullied have a number of people to whom they can speak, if they have any concerns or worries. Children in school know that they can speak their class teacher or teaching assistant, the academy Student and Family Support Worker, another trusted teacher or teaching assistant or the senior leaders in school. It is important that children are able to speak to whomever they are most comfortable and that that person is able to deal with the concerns raised by the child.

Sanctions

Following investigation, if bullying is found to have occurred, a range of sanctions can be implemented, depending on the seriousness of the incident:

- Unacceptable behaviour challenged and warning about future conduct
- An informal reporting system will be initiated – the pupil responsible for the bullying will report at set times during breaks/lunchtime to a designated adult to allow monitoring (From this stage members of the academy's leadership team will be made aware of the situation and parents will be contacted to inform them of the conduct of their daughter/son and what the academy is doing to remedy the situation)
- Initiate break/lunchtime sanctions.
- Parent/Pupil meeting if incidents persist – agreement to be reached regarding future conduct and actions to be taken – a conduct report will be initiated.
- Lunchtime exclusion - The pupil will be collected by parents at lunchtimes if a problem persistently reoccurs at lunchtime
- When all other measures have failed, or the nature of a single incident is so serious, a fixed-term exclusion from the academy will be initiated in order to ensure the safety of other pupils and to break the pattern of bullying.
- Where the serious nature of bullying incidents, despite previous sanctions, has continued and the safety of pupils is persistently undermined a permanent exclusion will be considered.

Strategies to prevent bullying

Within the curriculum, the academy will raise awareness of the nature of bullying, including cyberbullying, through PSHE / cross- curricular contexts and assemblies. This will help pupils understand that bullying can take many forms and help them to understand the effects of such behaviour on people as well as the consequences of bullying.

Parental responsibilities:

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child’s education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your concern will be taken seriously and appropriate action will follow.
- If you believe a child has bullied your child, please do not approach that child, or their parent, on the playground or involve an older child to deal with the bully. Please inform the academy immediately.
- It is important that you advise your child not to fight back. It can make matters worse and mask the underlying issue.
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the academy’s policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform the academy. The matter will be dealt with appropriately.

Incidents relating to adult members of the school community

Any adult members of the academy community who feel they have been inappropriately treated are encouraged to speak to a member of the academy’s Senior Leadership Team and / or the Chair of Local Academy Committee. All reports will be investigated promptly and course of action decided upon in accordance with the academy trust guidelines.

Complaints

Complaints concerning the implementation of this policy or other matters relating to the policy should initially be addressed to the Executive Principal or Head of School. If a satisfactory resolution is not reached, complaints should be addressed to: -

The Chair of the Local Academy Committee

Churchfield C.E Primary Academy

Sandy Lane

Rugeley

Staffs

WS15 2LB

For more information on making a complaint, please see the most recent Complaints Policy on the academy website.

Review

This policy will be reviewed by the local academy committee every two years, or earlier if considered necessary. The next review is due in September 2027.