


St George's C of E First School and Nursery

Anti-Bullying Policy

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| St George's C of E First School and Nursery  | Policy review Date | September 2025 |
| | Date of next Review | September 2027 |
| | Who reviewed this policy? | Governing Body |
| | Date approved by Governing body | 15.9.25 |
| | Name of Designated Safeguarding Lead Name of Deputy Designated Safeguarding Lead | Claire Martin Lisa Browning |

“Wonderfully Made, Inspired to Shape the World”

1. Introduction

At St George's, we believe that every child is wonderfully made and deserves to thrive in a safe, inclusive, and respectful environment. Bullying of any kind goes against our Christian ethos, our school values, and our commitment to safeguarding. This policy outlines how we prevent, identify, and respond to bullying in all its forms to ensure that all children feel valued, protected, and supported.

2. Definition of Bullying

Bullying is defined as:

“Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.” (DfE, *Preventing and Tackling Bullying*)

Bullying can take many forms, including:

- **Physical** – hitting, pushing, taking belongings
- **Verbal** – name-calling, threats, offensive comments
- **Indirect** – spreading rumours, excluding someone
- **Cyberbullying** – online harassment, social media abuse, sending hurtful messages or images

Bullying may be:

- **Racist**

- **Sexist**
- **Homophobic or Transphobic**
- **Based on disability, special educational needs, or appearance**
- **Relating to a child's background, religion, or family circumstances**

3. Our Approach to Preventing Bullying

Bullying behaviour is not tolerated at St George's. In line with our Behaviour and Relationships Policy, we take a proactive, restorative and values-led approach to promoting positive relationships and preventing bullying.

We promote anti-bullying through:

- A school vision rooted in respect, kindness, and responsibility
- Weekly PSHE and circle time lessons using resources such as *Jigsaw*
- Annual participation in Anti-Bullying Week
- Collective worship that celebrate diversity and inclusion
- Consistent modelling of positive behaviour by all adults
- Restorative conversations when harm has occurred
- Class charters and peer discussions on friendship and inclusion

Our children are taught that:

- Bullying is never acceptable
- Everyone has the right to feel safe and respected
- They should tell a trusted adult if they feel worried, hurt or excluded

4. Reporting and Responding to Bullying

Bullying incidents or concerns can be reported by:

- Children (to any trusted adult)
- Parents/carers (via phone, email, or in person)
- Staff members (who log the concern on CPOMS)

Every concern is taken seriously. Staff are trained to listen, believe, and act.

Response Process:

1. The incident is investigated by the class teacher or a member of SLT
2. Incidents are recorded on CPOMS, flagged for patterns over time with all parents/carers informed

3. A restorative approach is used to support understanding and repair relationships where appropriate
4. Targeted support is provided to both the child experiencing bullying and the child displaying the bullying behaviour
5. SLT will monitor follow-up and review the situation after an agreed period

5. Safeguarding and Bullying

We recognise the link between bullying and safeguarding. Repeated or severe bullying may be a safeguarding concern, particularly if it:

- Involves targeted abuse (e.g. sexual, racist, homophobic, SEND-related)
- Impacts a child's mental health
- Involves physical violence or sexualised behaviour

Such concerns are escalated to the DSL and recorded on CPOMS in line with our Safeguarding Policy.

6. Bullying Outside of School

Where bullying occurs outside of school (e.g. online), we will work with families and other agencies (e.g. police, social media platforms) to ensure it is addressed. Our children are taught online safety through the computing curriculum and PSHE.

7. Support for Pupils

We are committed to supporting all children affected by bullying. This includes:

- Restorative conversations with adults
- Pastoral support from an appropriate member of staff
- Use of reflection sheets and visuals (for SEND pupils)
- Check-ins with trusted adults
- Targeted small-group or individual support

8. Monitoring, Evaluation and Review

- Bullying data is reviewed termly via CPOMS analysis by SLT and reported to the governing body

- The policy will be reviewed **every 2 years** or sooner if needed