GREENWOOD ACADEMIES TRUST

Studfall Infant Academy

Anti-Bullying Policy

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Effective from	**01/09/2026**
Next Review Date	**September 2027**

Values and Ethos of the Academy

Studfall Infant Academy fully supports the Government's expectation that ***"every child should be able to learn in a school environment free from bullying of any kind and in which they feel safe and supported."***

At Studfall Infant Academy, we are committed to providing a positive, nurturing, safe and inclusive learning environment where every child is valued and supported. Our approach is underpinned by our core Academy values: **Nurture, Discover, Believe, Achieve**, which enable children to flourish socially, emotionally and academically.

We believe that all children have the right to feel safe, respected and valued, and that positive relationships are at the heart of a successful school community. Bullying of any kind is unacceptable and will not be tolerated.

We are committed to creating a culture where differences are celebrated, diversity is respected, and everyone feels a sense of belonging.

At Studfall Infant Academy, we take a proactive and preventative approach to bullying through our curriculum, assemblies, personal development opportunities and daily interactions. We promote respect, kindness, empathy and understanding, helping children develop the skills and confidence to build healthy relationships and respond appropriately to unkind behaviour.

The Academy is committed to addressing concerns promptly and effectively. We encourage children to speak out if they are worried about themselves or others and actively promote the message to **"Start Telling Other People" (STOP)**. Children, parents/carers and staff are all encouraged to report concerns at the earliest opportunity, knowing that they will be listened to and supported.

Through a whole-school approach, including the work of our pastoral team, staff, governors and wider school community, we strive to ensure that all children feel safe, happy and able to achieve their full potential in an environment free from bullying.

Academy Values



Nurture

At Studfall, we nurture every child by creating a safe, caring and inclusive environment where everyone feels valued, respected and listened to. We encourage kindness, empathy and positive relationships so that children feel confident to share their worries and seek support when needed. By nurturing each individual, we help prevent bullying and ensure that no child feels alone.

Discover

We encourage children to discover and celebrate the uniqueness of themselves and others. Through learning, discussion and exploration of different cultures, backgrounds and experiences, pupils develop understanding, respect and acceptance. This helps children recognise the impact of bullying and promotes a community where differences are valued rather than targeted.

Believe

We support children to believe in themselves and in the importance of treating others with dignity and respect. By building self-esteem, resilience and confidence, pupils are empowered to speak up against bullying, seek help when needed and stand up for what is right. We foster a culture where every child believes they have a voice and that their concerns will be heard.

Achieve

We encourage all children to achieve their full potential academically, socially and emotionally. Bullying can prevent children from thriving, so we work proactively to ensure every pupil feels safe and supported to succeed. By promoting positive behaviour, mutual respect and strong relationships, we create an environment where all members of our school community can achieve and flourish.

Objectives of this Policy

This policy is designed to:

- Ensure that all staff, volunteers and other adults working within the Academy are familiar with and understand Studfall Infant Academy's Behaviour Policy, Safeguarding and Child Protection Policy, and associated procedures.
- Ensure that pupils are taught how to behave positively and conduct themselves appropriately through PSHE, assemblies, daily interactions and the wider curriculum, underpinned by our core values of **Nurture, Discover, Believe, Achieve and Shine**.
- Ensure that the curriculum reflects and celebrates the diversity of our school and wider community, promoting equality, inclusion, respect and understanding of difference.
- Promote regular opportunities for discussion with pupils, staff, parents and carers about bullying, discriminatory behaviour and respectful relationships, helping to develop a shared understanding of how bullying can be prevented and challenged.
- Provide appropriate training and support for all staff and volunteers to recognise, prevent and respond effectively to all forms of bullying, including prejudice-based bullying, such as racist, sexist, homophobic, biphobic, transphobic, disability-related and sexual bullying.
- Ensure that all reported incidents of bullying are recorded accurately and monitored through CPOMS, enabling leaders to identify patterns, provide appropriate support and take timely action where required.
- Monitor, review and evaluate anti-bullying strategies and preventative measures regularly to ensure they remain effective and continue to have a positive impact on pupils' wellbeing, safety and sense of belonging.
- Foster a whole-school culture where children feel safe, valued and confident to speak out about concerns, knowing that they will be listened to, taken seriously and supported appropriately.
- Promote positive relationships based on kindness, empathy, respect and responsibility, ensuring that all members of the school community contribute to a safe, supportive and inclusive learning environment.

Roles and Responsibilities

Everyone within the Studfall Infant Academy community has a key role to play in preventing, identifying and responding to bullying. Creating and maintaining a safe, inclusive and respectful environment is a shared responsibility between pupils, staff, parents/carers, governors and visitors.

All members of the school community are expected to uphold the Academy's values of **Nurture, Discover, Believe, Achieve** through their words and actions. By demonstrating kindness, respect, empathy and consideration for others, we can work together to create a culture where bullying is not tolerated and where everyone feels safe, valued and included.

We encourage everyone to challenge inappropriate behaviour, report concerns promptly and support one another in fostering positive relationships. Through this collective commitment, we can ensure that Studfall Infant Academy remains a welcoming environment in which all children are able to learn, grow and thrive.

What is bullying?

At Studfall Infant Academy, we adopt the definition of bullying set out by the Department for Education (DfE), which describes bullying as:

"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally."

Bullying can take many forms and may be face-to-face, indirect or online. It can have a significant impact on a child's wellbeing, confidence and ability to learn.

At Studfall Infant Academy, we are committed to creating a safe, inclusive and supportive culture where every child feels valued, respected and able to be themselves. We want all children to feel confident to speak up if they experience bullying or witness bullying happening to someone else.

Through our school values of **Nurture, Discover, Believe, Achieve**, we encourage children to show kindness, empathy and respect towards others. We promote a culture where concerns are listened to, taken seriously and acted upon promptly, ensuring that every child knows they will be supported when they seek help.

Types of Bullying

In line with guidance from the Department for Education (DfE) and the Anti-Bullying Alliance, Studfall Infant Academy recognises that bullying can take many forms and may be carried out by an individual or a group. Bullying behaviour can occur face-to-face or through technology and can have a significant impact on a child's wellbeing, confidence and sense of safety.

Bullying may include, but is not limited to:

Physical Bullying

Physical actions intended to cause harm, intimidation or discomfort, such as:

- Hitting, kicking, pushing or tripping
- Pinching or spitting
- Damaging or taking someone's belongings
- Threatening physical harm

Verbal Bullying

The use of words to hurt, upset or intimidate another person, including:

- Name-calling
- Teasing or mocking
- Insults and offensive comments
- Threats or intimidation

Emotional or Social Bullying

Behaviour that affects a person's emotional wellbeing or social relationships, such as:

- Deliberately excluding someone from activities or friendships
- Spreading rumours or gossip
- Embarrassing or humiliating someone
- Manipulating friendships or encouraging others to isolate an individual

Online (Cyber) Bullying

Bullying that takes place through digital technology, including:

- Sending unkind, threatening or upsetting messages
- Sharing images or information without permission
- Excluding others from online groups or activities
- Posting harmful comments on social media, gaming platforms or messaging applications
- Creating fake accounts to target or humiliate someone

Prejudice-Based Bullying

Bullying can also be motivated by prejudice, discrimination or negative attitudes towards a person's identity or characteristics. This may include bullying related to:

- Race, ethnicity or culture (racist bullying)

- Religion or belief
- Special Educational Needs and Disabilities (SEND)
- Physical appearance or health conditions
- Sex or gender
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Family circumstances, including care experience or socio-economic background
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At Studfall Infant Academy, we are committed to promoting **equality, diversity, respect and inclusion**. We celebrate differences and teach children to value and respect one another. Any form of bullying is unacceptable and will be taken seriously. Incidents will be investigated promptly and appropriate support will be provided to those affected, alongside actions to address and prevent further bullying behaviour.

At Studfall Infant Academy, we recognise the importance of distinguishing between bullying and occasional disagreements or friendship issues. While all incidents of unkind behaviour are taken seriously and addressed appropriately, not all conflict between children constitutes bullying. Staff will consider the context, intent, frequency and impact of behaviour when determining whether an incident meets the definition of bullying.

Signs and Symptoms

A child's behaviour and wellbeing may change if they are experiencing bullying. While these signs do not always indicate that bullying is taking place, they may suggest that a child is experiencing difficulties and should be listened to and supported.

Parents, carers and staff should remain vigilant to any changes in behaviour, presentation or emotional wellbeing. Any concerns should be shared at the earliest opportunity so that appropriate support can be provided. Parents and carers who have concerns should contact their child's Class Teacher. Staff should record concerns in line with school procedures and discuss them with the Class Teacher and/or a member of the safeguarding team as appropriate.

A child who is experiencing bullying may:

- Be reluctant or distressed about attending school.
- Frequently complain of headaches, stomach aches or other illnesses, particularly before school.
- Become anxious, withdrawn, upset or display low self-esteem.
- Show a sudden loss of confidence or become unusually quiet.
- Demonstrate a decline in engagement, concentration or academic performance.
- Become aggressive, disruptive or display challenging behaviour that is out of character.
- Have unexplained injuries, bruises or marks.
- Report missing, damaged or lost belongings.
- Become reluctant or fearful about using the internet, social media, online games or mobile devices.
- Have changes in friendships or become socially isolated.
- Appear unhappy, worried or distressed after using digital devices.
- Display changes in eating patterns, sleep habits or general wellbeing.

Studfall Infant Academy recognises that children may respond to bullying in different ways and that some signs can be subtle. Therefore, all concerns will be taken seriously and investigated sensitively to ensure that children receive the support they need and feel safe, valued and listened to.

Reporting Bullying

At Studfall Infant Academy, we encourage pupils to speak out if they are worried about themselves or someone else. Pupils are regularly reminded that everyone has the right to feel safe and the responsibility to help others feel safe.

Pupils can report concerns to:

- A trusted adult.
- Their class teacher.
- A teaching assistant.
- A Learning Mentor.
- A lunch time supervisor

Children are also encouraged to report concerns that occur outside of school, including incidents that take place online.

Parents and carers are encouraged to contact their child's class teacher in the first instance if they have concerns about bullying or any behaviour affecting their child's wellbeing.

All reports will be taken seriously and investigated appropriately. Not all incidents will be classified as bullying; some may be identified as friendship difficulties, peer conflict or isolated incidents of unkind behaviour. However, all concerns will be addressed in line with the school's Behaviour Policy and Safeguarding Procedures.

Where bullying is identified, responses may include:

- Restorative conversations.
- Educational interventions.
- Pastoral support.
- Parent and carer meetings.
- Behaviour sanctions where appropriate.
- Support from external agencies where required.
- Ongoing monitoring and review.

This approach ensures that all pupils feel heard, supported and protected while promoting positive behaviour and healthy relationships across the school community.

Procedures for Parents and Carers

At Studfall Infant Academy, we value the vital role that parents and carers play in supporting children's wellbeing and helping to maintain a safe and positive school environment. We encourage parents and carers to share any concerns about bullying as soon as possible so that issues can be addressed promptly and effectively.

What To Do If You Are Concerned About Bullying

Parents and carers should:

- Listen carefully to their child and reassure them that they have done the right thing by sharing their concerns.
- Remain calm and gather as much information as possible about the incident(s), including who was involved, when it occurred and any evidence that may be available.
- Encourage their child not to retaliate or respond aggressively.
- Contact their child's class teacher as the first point of contact to discuss the concerns.
- Avoid approaching or confronting other children or their families directly, either in person or through social media, as this can escalate the situation and make resolution more difficult.
- Work in partnership with the school to support a positive outcome.

How School Will Respond

When a concern is reported, the school will:

- Listen carefully to the concerns raised by parents or carers.
- Investigate the matter thoroughly and fairly.
- Speak with all pupils involved where appropriate.
- Consider any safeguarding concerns and involve the Designated Safeguarding Lead if necessary.
- Keep parents informed of the progress and outcome of the investigation, whilst respecting confidentiality for all children involved.
- Put in place appropriate support and intervention strategies.
- Monitor the situation to ensure that concerns have been resolved and that bullying does not continue.

If a Child Has Displayed Bullying Behaviour

Where a pupil has been involved in bullying behaviour, the school will work closely with parents and carers to:

- Help the child understand the impact of their actions.
- Encourage them to take responsibility for their behaviour.
- Support them in developing more positive relationship and conflict-resolution skills.
- Implement appropriate consequences in line with the school's Behaviour Policy.
- Monitor progress and provide additional support where required.

If Parents Remian Concerned

We aim to resolve concerns promptly through discussion and partnership working. However, if parents or carers feel that their concern has not been addressed satisfactorily, they should:

1. Discuss the matter further with the class teacher.
2. Contact a member of the Senior Leadership Team.
3. Arrange a meeting with the Head of Academy.
4. Follow the school's Complaints Policy if they remain dissatisfied with the outcome.

By working together, we can ensure that all pupils feel safe, respected and supported, and that incidents of bullying are addressed effectively and sensitively.

Preventing Bullying

At Studfall Infant Academy, we believe that preventing bullying is the responsibility of the entire school community. We are committed to creating an environment where kindness, respect and inclusion are actively promoted and where bullying is less likely to occur.

We achieve this through:

- Developing and regularly reviewing our Anti-Bullying Policy, including a pupil-friendly version.
- Promoting our core values of Nurture, Believe, Discover and Achieve.
- Providing a curriculum that develops empathy, emotional literacy, resilience and respect through PSHE, assemblies and wider school experiences.
- Teaching pupils to understand the difference between friendship difficulties, conflict and bullying.
- Celebrating diversity and promoting equality.
- Maintaining a positive school culture where all pupils feel valued and included.
- Providing pastoral support through Learning Mentors, ELSA support and the Mental Health Support Team (MHST).
- Delivering regular online safety and cyberbullying education.
- Training staff to recognise, prevent and respond effectively to bullying.
- Ensuring lunchtime staff are trained to support positive play and relationships.
- Providing structured play opportunities on the playground
- Working closely with parents and carers to support children and address concerns promptly.

Related Policies and Procedures

This policy statement should be read alongside our organisational policies and procedures including:

- GAT Behaviour and Exclusions
- Studfall Academies Behaviour Protocol
- Studfall Infant Academy PSHE/RSE policy
- GAT Safeguarding Policies and Procedures
- Studfall Academies Site Specific Safeguarding Arrangements
- GAT SEN and Disability Policy
- GAT Equalities, Diversity, and Inclusion Policies
- GAT E-safety Policy