



Salford Priors CofE Academy

Anti-Bullying Policy

(covering Child-on-Child abuse as outlined in our
Safeguarding Policy)

Document Date: March 2026



Together, pursuing life in all its fullness



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Member of Staff Responsible	Head Teacher

The electronic version is the definitive version of this document.



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Table of Contents

Aim of this policy.....	4
Objective.....	4
What is Bullying?	4
Signs and Symptoms	6
Why is it important to respond effectively to Bullying?.....	6
Roles and Responsibilities	7
Salford Priors CofE Academy has a responsibility to:	7
Pupils have a responsibility to:	7
Parents and carers have a responsibility to:	7
Staff have a responsibility to:.....	8
Methods and Approaches	8
Participation	8
Prevention.....	8
Monitoring for Bullying	9
Standing up to Bullying Behaviour	9
Support for Pupils Experiencing Bullying	9
Working with Pupils who Bully Others.....	10
Procedures used to Deal with Incidents of Bullying.....	10
Actions to Deal with Incidents of Bullying.....	11
Review and Monitoring	11
Help Organisations	12



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Aim of this policy

Bullying can have an adverse effect on the development of our children's personal, social and emotional health, wellbeing, life chances and achievement. We reject all forms of bullying and will act swiftly and decisively when such cases emerge. We make it clear that bullying is anti-social and contrary to our Christian principals. **Bullying will not be tolerated.**

Thus, the aim of this policy is to work together to ensure that our school is a safe place for children and adults to be. To achieve this, we will help our students identify bullying when it happens and to speak up to a trusted adult(s) about it after it occurs. We must give students the tools to combat bullying, including standing up for themselves, de-escalating situations, and seeking adult support.

Objective

Everyone has a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- A positive, caring ethos based on Christian Values and Learning qualities emphasises the importance of an environment where everyone can work, play and express themselves, free from the fear of being bullied.
- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that pupils stay safe. All governors, teaching and non-teaching staff, pupils and parents/carers will understand what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/carers will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/carers will be assured that they will be supported when bullying is reported.
- Whole-school initiatives (staff training, collective worship, celebration assemblies etc.) and proactive teaching strategies (Protective behaviours, specific lessons, circle time, etc.) will be used throughout the school to reduce the opportunities for bullying to occur.

What is Bullying?

Definition of Bullying:

At Salford Priors CofE Academy, we know that bullying is the repeated, intentional hurting of one person or group by another person or group.

To put it another way, bullying is a person or group hurting another person, or group, on purpose and on a number of occasions.

Bullying can involve using violence, hurtful words, ignoring someone or ganging up to make another person feel helpless.



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It can happen face-to-face or through the internet.

- Bullying can take place in an obvious or very subtle ways.
- Bullying is deliberately hurtful behaviour.
- Bullying is repeated over time.
- Bullying is the intention to make others feel insecure.
- Bullying is where there is an unequal power relationship between the bully and the victim.
- Bullying may be verbal, physical or psychological in nature. Bullying is a repetitive attack (or incident), which causes distress not only at the time of each attack, but also by the threat of future attacks.
- Bullying is long-standing violence, physical or psychological conducted by an individual or a group, against an individual who cannot defend himself/herself in any situation.
- Bullying happens when one person or a group of people tries to upset another person by saying nasty or hurtful things to him or her repeatedly. Sometimes bullies hit or kick people or force them to hand over money; sometimes they tease them repeatedly. The person who is being bullied finds it difficult to stop this happening and is worried that it will happen again.
- A pupil is being bullied, or picked on, when another pupil or group of students say nasty things to him or her. It can also happen when a pupil is hit, kicked, threatened, teased, locked in a room, sent nasty notes, or is excluded from conversations or games at playtime etc.

Bullying behaviour can be:

- Repeated name-calling and nasty teasing.
- Threats and extortion.
- Physical violence.
- Damage to belongings.
- Leaving pupils out of social activities deliberately and frequently.
- Spreading malicious rumours.
- The failure to report or take other action when an individual is directly aware that others are being deliberately nasty to another child.
- Can take place via the medium of new technologies, via text messaging, through use of the internet, social media etc. Often referred to as 'cyber-bullying'.

We use the phrase "STOP" – 'Several Times On Purpose'
To help pupils remember and understand what bullying is:

- It's deliberate
- It happens more than once, sometimes over a period of time
- There is an imbalance of power, either through age, size, status, confidence or numbers



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Signs and Symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs, investigate and seek further advice if a child:

- Is frightened of walking to or from school; begs to be driven to school
- Doesn't want to go to school
- Changes their usual routine/route to school
- Begins truanting
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Bed wets
- Feels ill in the morning
- Begins to underperform in schoolwork We use the phrase: 'STOP' – 'Several Times On Purpose' to help pupils remember and understand what bullying is:
 - It's deliberate
 - It happens more than once, sometimes over a period of time
 - There is an imbalance of power, either through age, size, status, confidence or numbers
- Comes home with clothes torn or books damaged
- Has possessions go "missing"
- Asks for money or starts stealing money (to pay the bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money/snack/sandwiches have been stolen)
- Becomes aggressive, disruptive or unreasonable
- Starts swearing or using aggressive language for no apparent reason
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible. This list is not definitive and there may be other signs and symptoms.

Why is it important to respond effectively to Bullying?

Bullying hurts! Everybody has the right to be treated with respect. Everybody has the right to feel happy and safe. No-one deserves to be a victim of bullying.



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Pupils who are being bullied or those bullying must be enabled to learn appropriate ways of behaving to develop positive relationships in the future. Bullying is unacceptable and is damaging to the child being bullied, the child bullying and any observers.

At Salford Priors CofE Academy, we have the responsibility to respond promptly and effectively to reported incidents of bullying.

Roles and Responsibilities

All members of Salford Priors CofE Academy and its community have a responsibility to promote positive relationships that respect and accept individual differences and diversity; actively working together to resolve incidents of bullying when they occur.

Salford Priors CofE Academy has a responsibility to:

- Provide students with strategies to respond proactively to incidents of bullying behaviour.
- Provide parents, caregivers and students with clear information on strategies that promote appropriate behaviour and consequences of appropriate behaviour.
- Follow up on complaints of bullying, harassment and intimidation.

Pupils have a responsibility to:

- Behave appropriately, respecting individual differences and diversity.
- Reinforce the message that bullying is not accepted or tolerated.
- Refrain from bullying others
- Assist someone who is being bullied and not play the role of spectator.
- Inform staff at Salford Priors CofE Academy if they suspect or experience bullying.
- Trust adults with information and trust them to take appropriate action.

Parents and carers have a responsibility to:

- Be aware of the school's anti bullying policy and assist their children in understanding bullying behaviour.
- Support their children in developing positive responses to incidents of bullying.
- Support the staff in their implementation of the anti-bullying policy.
- Model appropriate behaviour, respecting individual differences and diversity.
- Reinforce the message that bullying is not accepted or tolerated.
- Instruct their children to tell a trusted adult, if they are bullied.
- Watch for signs that their child may be bullied.
- Speak to the school if they become aware or suspect that bullying is taking place.



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Staff have a responsibility to:

- Respond in appropriate and timely manner to incidents of bullying
- Respect and support students in all aspects of their learning.
- Model appropriate behaviour, respecting individual differences and diversity.
- Reinforce the message that bullying is not accepted or tolerated.
- Treat seriously all reports or observed incidents of bullying.
- Report incidents of bullying immediately.
- Be observant of signs of distress or suspected incidents of bullying.
- Ensure that students are actively always supervised.

Methods and Approaches

Participation

Pupils are engaged in discussions and work about bullying through the Personal, Social, Health, Citizenship (taught using Protective Behaviours content and SCARF scheme of work) and Anti-bullying events (including cyber-bullying). At Salford Priors CofE Academy, we ensure that the concerns of parents/carers are taken seriously and, where necessary, acted upon so that we work in partnership to support pupils who are being (or feel they are being) bullied. We actively encourage pupils to 'speak out' and support each other, as well as to 'keep on telling' if something is bothering them.

Prevention

At Salford Priors CofE Academy, we encourage the pupils to report any incidents of behaviour which they find upsetting or intimidating and will remind pupils about establishing a network of adults they are comfortable to speak to. We also encourage pupils to be proactive in dealing with these issues, in making clear requests for the unpleasant or intimidating behaviours to stop.

The issues around difference and diversity are explored in school to develop an understanding of others as valued individuals. Our Christian Values and Learning Qualities emphasise the importance of treating everyone with respect, as a valued and precious individual. Protective Behaviours, emphasising the rights and responsibilities of everyone in ensuring our school environment is a safe place, are used throughout the school. The basic precepts of Protective Behaviours are emphasised as follows:

- We all have the right to feel safe all the time.
- We can talk with someone about anything, no matter how terrible it feels or how small a matter it is.
- We also encourage pupils to consider this question when dealing with any incidents of poor behaviour: Is my fun, fun for everyone?



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This work is further enhanced by circle times and PSHE sessions. The school also takes part in the national Anti-Bullying Week and arranges events to highlight the problems and solutions during this week. House Captains, Pupil Voice ambassadors and pupils with posts of responsibility in school are used as good role models to the rest of the children, to promote respectful attitudes as well as to communicate and instil the message at their level. We look always for those adults and pupils who can model excellent behaviour and encourage pupils to share concerns following the academy's definition of bullying.

Monitoring for Bullying

Our behaviour policy is relationship based and also encompasses restorative approaches to discussions of behaviour. Staff monitor all incidents of poor behaviour choices between pupils, recording each on CPOMS. This allows for careful monitoring (by DSLs and class teachers) of patterns developing between certain children which may indicate bullying is occurring.

If there is evidence of bullying, the Chair of the Academy Governance Committee (AGC) is informed accordingly, including the action(s) that we are taking to stop it from happening again in the future. Please refer to our Restorative and Relational Practice Behaviour Policy.

Standing up to Bullying Behaviour

All of us find ourselves in vulnerable positions sometimes, e.g. when we join a new school/club/group. As part of the school community, we all have a responsibility to help combat bullying by supporting other pupils when they are vulnerable.

We teach skills through PSHE (SCARF programme) and Protective Behaviours to help children to know how to discourage bullying in their class and not to be a silent onlooker or bystander. We encourage pupils to tell an adult if they think someone else is unhappy or if they are uncomfortable with any behaviour they have seen. We believe this to be good citizenship. We teach that 'joining in' or 'turning a blind eye' are not acceptable options.

Support for Pupils Experiencing Bullying

The support will be personalised depending on the nature of the incident, but in all cases the parent/carers will be involved. Pupils will be offered an immediate opportunity to discuss the experience with a member of staff of their choice, and the child will be reassured that they have made the right decision to speak out. We, as a school, will offer continuous support to restore their self-esteem and confidence.



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Working with Pupils who Bully Others

These support/behaviour plans are also personalised and depend primarily on the nature of the incident, but parents/carers will be directly involved. Where sanctions are necessary these will be applied consistently and in line with the school's behaviour policy. There should be a balance of reactive and proactive strategies to address the anti-social behaviour and ensure that it is not repeated. Discussions need to take place with those who bully to develop their understanding of how their behaviour affects others and ultimately themselves. In some cases, outside agencies from Warwickshire Educational Services and Warwickshire County Council may need to be involved who possess the specific expertise to support the pupils and their families.

Procedures used to Deal with Incidents of Bullying

All staff will respond calmly and consistently to all allegations and incidents of bullying at Salford Priors CofE Academy. Reports will be taken seriously and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all pupils involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Head Teacher.
- The Head Teacher will interview all concerned and record responses.
- Class teachers will be kept informed.
- Parents/carers will be kept informed as and when considered appropriate.
- Sanctions will be used as appropriate and in consultation with all parties concerned.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not occur.

CPOMS is used for capturing all key information relating to incidents between pupils and potential bullying.



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Actions to Deal with Incidents of Bullying

A wide range of strategies will be considered, and every incident will be dealt with according to its own circumstances e.g.

- The person who is bullying will be challenged with their actions, then they may be asked to apologise if this is the wish of the child who has been bullied.
- If appropriate, we will encourage a positive relationship between the children.
- After the incident has been investigated and dealt with, each case will be closely monitored to avoid repeated bullying taking place.
- Parents, carers and other agencies will be informed.
- A range of strategies and/or sanctions will be considered according to the incident. These may include a behaviour chart, exclusion (e.g. from playtimes), loss of privileges etc.
- If appropriate, an additional programme of activities will be developed to explore bullying and why young people bully.
- Staff will review and discuss bullying regularly to ensure understanding of the anti-bullying policy and its consistent application.

Adults can be guilty of bullying as well as victims of bullying in the same way as pupils can. Therefore, it is important that the same principles are adhered to when working with pupils as when working with adults. Should a member of staff feel they are being bullied or consider bullying to be taking place in the workplace, they have a duty of care to inform the Head Teacher (or AGC Chair, if it is the Head Teacher who is suspected of bullying) and to adhere to the MAT Whistleblowing Policy.

Review and Monitoring

This policy will be reviewed every year. The Head Teacher will be responsible for reporting to the Chair of the AGC and Academy Governance Committee. Where appropriate, information on bullying incidents will be shared with partner organisations when the partner agency is engaged with the child involved.



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Help Organisations

Child Line (free 24-hour telephone line for pupils and young people)

0800 1111

www.childline.org.uk

Anti-Bullying Alliance

07721 097 033

<https://anti-bullyingalliance.org.uk/>

National Bullying Helpline

0300 323 0169

www.nationalbullyinghelpline.co.uk

Stop Bullying

www.stopbullying.gov

NSPCC

Helpline 0808 800 5000

020 7825 2505

www.nspcc.org.uk

National Children's bureau

0207 843 600

www.ncb.org.uk

Kidscape

Parents Advice Line: 0300 102 4481

WhatsApp: 07496 682 785

www.kidscape.org.uk

Children's Legal Centre

0845 345 4345

www.childrenslegalcentre.com

Act Against Bullying

<https://actagainstbullying.org>

Bullies Out

<https://bulliesout.com>

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