



Anti-bullying
Child-friendly Procedure
September 2026

Review September 2027

Our commitment

We believe every child has the right to feel safe, happy and respected at school. Bullying of any kind is not tolerated, and we are committed to creating a bully-free environment. Our Evergreen values of being safe, respectful and caring is grounded with every action we do within the academy.

What is bullying?

Bullying is when someone hurts, threatens or makes fun of another person on purpose, repeatedly. It can be:

- **Physical:** hitting, kicking, or pushing.
- **Verbal:** name-calling, teasing, or making rude remarks.
- **Social:** leaving someone out, spreading rumours, or embarrassing someone.
- **Cyberbullying:** using technology to hurt someone, like sending mean messages or posting hurtful things online.

SEVERAL TIMES ON PURPOSE

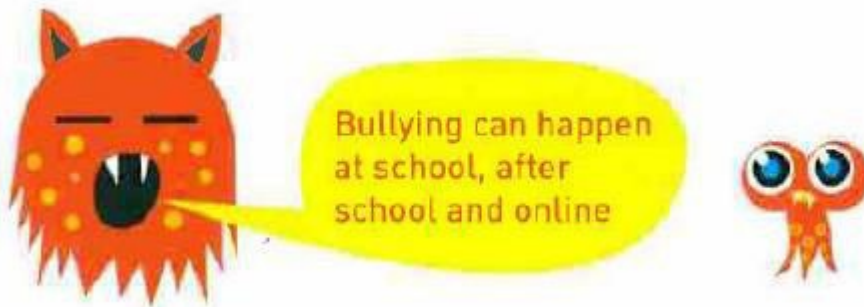
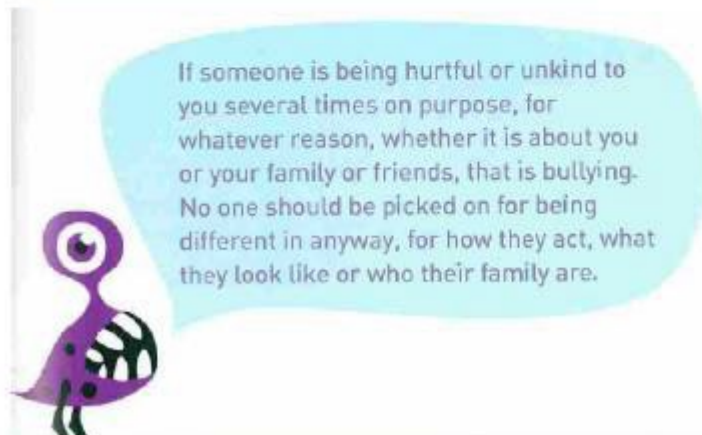
(and hurtful!)



- ✿ Hitting or saying you are going to hit someone.
- ✿ Touching someone when they don't want you to.
- ✿ Calling someone names, teasing, using rude language or saying nasty things about someone to them or to other people.
- ✿ Stealing or damaging someone else's belongings.
- ✿ Ignoring someone on purpose or leaving them out.
- ✿ Sending hurtful or unkind texts, emails or online messages to someone or about someone.



- Race or ethnicity (racist bullying)
- Religion or belief
- Family and culture
- Sexist bullying
- Homophobic or biphobic bullying
- Transphobic bullying
- Special educational needs or disability bullying
- What someone looks like
- Where someone lives or who they live with



What to do if you are being bullied:

- **Tell someone:** talk to a teacher, parent, or any trusted adult. If you told someone and it didn't stop, tell again.
- **Stay safe:** Try to stay with friends and avoid unsafe places.
- **Stay calm:** Walk away and don't respond to the bully.
- You can also call ChildLine at any time for free on 0800 1111. They are there to help you.

What to do if you see bullying

- **Speak up:** tell the bully to stop if you feel safe doing so.
- **Get help:** tell a teacher or adult immediately.
- **Support:** be kind to the person being bullied and include them in your activities.

How we handle bullying

- **Listen:** we will listen to everyone involved to understand what happened.
- **Investigate:** we will look into the situation carefully.
- **Take action:** we will take steps to stop the bullying and support those affected.
- **Follow up:** we will check in to make sure the bullying has stopped and everyone feels safe.
- **Values:** we will always revert back to and explain our EPA values to all children and the expectations of them going forwards.
- **Regulation:** we will support children to regulate their emotions and talk through any incidents that have happened.

Our Promise

We promise to:

- **Respect everyone:** treat everyone with kindness and respect.
- **Be inclusive:** include everyone in activities and play.
- **Be upstanders:** stand up against bullying and support each other.

Your parents and carers will be involved

- **Educate:** we will teach your parents and carers about what bullying is and how they can support you. We will encourage parents to reinforce the anti-bullying message at home by teaching empathy, respect, and kindness.
- **Inform:** we will speak with them and make them aware of the bullying.
- **Be available to them:** encouraging them to report any concerns about bullying to the school quickly
- **Update:** we will keep them updated about any actions taken due to bullying.
- **Support:** we will support parents and carers by building a parent culture of sharing.
- **Role-Playing:** Suggest parents practice role-playing scenarios with their children to prepare them for handling bullying situations.