



Policy:	Anti-Bullying Policy (To be read in conjunction with the Behaviour Policy and Principles for Behaviour)
Policy Date:	Spring 2024
Review Cycle:	Annually
Reviewer:	FGB
Approved:	Spring 2024
Next Review:	Spring 2026

Our vision

Jesus said "I have come so that you might have life – life in all its fullness." John 10:10

Jesus encouraged all his children to live life in all its' fullness. Through our core values of **love, courage and fellowship**, and with an enquiry approach to our inter-disciplinary curriculum, our children enjoy learning about themselves, about others and the world which we are guardians of. We nurture a love of learning, celebrate courage to persevere in learning and fellowship through collaboration and recognising each other's strengths and special qualities. **'Be kind, never give up and work together.'**

Our aims:

- A consistent whole school policy, rooted in our core values of love, courage and fellowship.
- To ensure the development of the whole child, academically but also spiritually, morally, socially and emotionally, through a values led approach.
- To apply the policy in a nurturing, safe ethos, with a culture that does not tolerate or accept any forms of bullying.
- Deal with problems that arise in a manner that aims to improve future behaviour.

We, at Chawton CE Primary School, are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying is an anti-social behaviour and it can have a negative effect on everyone. It is unacceptable and will not be tolerated.

Governors and the Headteacher have a legal duty to ensure the safety and wellbeing of children and young people and to prevent and respond to all forms of bullying (Children's Act 2002, Education and Inspections Act 2006).

We are a **TELLING** school. Anyone, who knows that bullying is happening, is expected to tell staff immediately. Any incidents of bullying will be dealt with promptly and effectively.

Definitions and terminology:

Hampshire County Council and Chawton CE Primary School agree with the Government definition of bullying as:

'Let all that you do, be done in love.' 1 Corinthians 16:14

'Be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go.' Joshua 1: 5-9

'If we walk in the light as He himself is in the light, we have fellowship with one another...' 1 John 1-7

“Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally where there is an imbalance of power.”

is it BULLYING?

When someone says or does something unintentionally hurtful and they do it once, that's

RUDE

When someone says or does something intentionally hurtful and they do it once, that's

MEAN

When someone says or does something intentionally hurtful and they keep doing it even when you tell them to stop or show them that you're upset – that's

BULLYING

What is bullying?

In line with Hampshire County Council, the following three (3) conditions are used to define incidences of harmful interpersonal behaviour as bullying behaviour.

Behaviour is bullying behaviour if:

- It is repetitive, wilful or persistent;
- It is intentionally harmful, carried out by an individual or group; and
- There is an imbalance of power leaving the person who is bullied feeling defenceless.

There are many types of bullying including:

- Physical: (e.g. hitting, kicking, theft, damage to personal property);
- Verbal (e.g. repeated name calling, personal comments which exploit, physical, racial, cultural, and social or gender differences);
- Cyber bullying (e.g. by use of email, internet or mobile phone); indirect (e.g. isolation of individuals from their social or peer group);
- Racial and religious bullying; Homophobic and transgender bullying;
- Bullying related to special educational needs and disability;
- Sexist or sexual bullying.

Pupils who are being bullied may show changes in behaviour, such as becoming shy, nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of bruises or torn clothing, changes in work patterns, reduced concentration or truanting from school. They may be afraid to use the internet or mobile phone, or appear nervous and jumpy when a text message is received.

ALL staff, governors, parents, carers and pupils must be alert to signs of bullying and act promptly and firmly against it in accordance with this policy.

Prevention of bullying

All behaviour incidents are routinely and consistently recorded; we do not brush off reports of unacceptable behaviour.

These are reviewed at least half termly for patterns or repetition.

All children in the school discuss bullying at an age-appropriate level in the Autumn term, linked with National Anti-Bullying Week. Individual classes will address issues around bullying throughout the year in Personal Development (RSE), sharing and discussing issues which have arisen in rich texts as part of the curriculum or during Circle times.

As a school we encourage an open, 'telling' culture, although are mindful to ensure that children develop an understanding of the difference between bullying and falling out.

We also use the following methods, as and when appropriate:

- exploring what our school values look like in class, in school and in the wider community;
- signing a home-school agreement;
- writing stories or poems or drawing pictures about bullying;
- reading stories about bullying or having them read to a class or assembly;
- making up role-plays (or using KIDSCAPE role-plays);
- having discussions about bullying and why it matters; and
- circle of friends.

Staff support and training

Our anti-bullying policy is part of our staff induction pack. In addition, all teaching staff have access to continued professional development opportunities (CPD) and regularly discuss anti-bullying issues in staff meetings as part of our school approach to safeguarding. We have an Emotional Literacy Support Assistant (ELSA) who supports and offers guidance to all affected by bullying. We also follow the Anti-bullying guidance for Schools (National Healthy Schools Programme)

<http://www3.hants.gov.uk/education/hias/healthyschools/whatisahealthyschool.htm>.

Strategies to deal with incidents of bullying:

Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should first contact their child's class teacher.

The following steps may be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with as soon as possible by the member of staff who has been approached;
- If this member of staff is not the pupil's class teacher, they will promptly inform the class teacher;
- A clear, factual account of the incident, the action taken and the outcome will be recorded on CPOMS and the incident will be reported to the Headteacher;
- If appropriate, the class teacher will interview all concerned – separately at first, and the incident will be recorded, stating facts in a clear and concise way;
- The class teacher will promptly thereafter inform the Headteacher;
- If the allegations have been directly reported to the Headteacher, the Headteacher will keep the class teacher informed of all incidents;
- Other staff will be informed, if it is considered appropriate;
- Parents will be informed at the discretion of the most senior member of staff who is managing the incident;
- Police or other outside agencies (such as Social Services, Educational Psychologist or Primary Behaviour Support) may be contacted by the Headteacher for advice where appropriate; and
- Measures will be used as appropriate and in consultation with all parties concerned.

Pupils who have been bullied, or who encounter bullying, will be supported by:

- Being offered an opportunity to discuss the experience with a member of staff;
- Reassuring the pupil;
- Offering continuous support by staff or a group of pupils, (circle of friends);
- Restoring self-esteem and confidence; and
- Children who have been bullied will be interviewed two (2) weeks after the event to ensure that the bullying has been dealt with effectively.

Pupils who have bullied will be helped by:

- Discussing what happened;
- Discovering why the pupil became involved;
- Establishing the wrong-doing and need to change;
- At the discretion of the Headteacher, parents or guardians may be informed to help to change the attitude of the pupil; and
- After they have been interviewed independently, if it is deemed to be appropriate, both children will be brought together by the member of staff who has dealt with the incident to facilitate reconciliation, using our restorative approach.
- It will be made clear to *all* children that bullying will not be tolerated.

The following sanctions can be taken in addition to those outlined in Chawton CE Primary's Behaviour policy:

- Warnings to cease offending;
- Exclusion from certain areas of Chawton CE Primary's premises, such as the playground for a time-limited period;
- Minor fixed term exclusion;
- Major fixed term exclusion; and
- Permanent exclusion.

Parents and carers who wish to raise concerns regards bullying in school should follow the protocol set out in Chawton CE Primary's Complaints Procedure. This can be found on the school website.

HELP ORGANISATIONS

Advisory Centre for Education (ACE)	0300 011 5142	www.ace-ed.org.uk
Monday to Wednesday 10 am to 1 pm term time only		
Kidscape Parents Helpline	0845 120 5204	www.kidscape.org.uk
(Monday and Tuesday 10 am to 4 pm only)		
Family Lives	0808 800 2222	www.familylives.org.uk
24 hours with out of hours referral to Samaritans		
Childline	0800 1111	www.childline.org.uk
24 hours		
Cybermentors		www.cybermentors.org.uk
NSPCC	0808 800 5000	www.nspcc.org.uk
24 hours		
Young Minds	0808 802 5544	www.youngminds.org.uk
Parent's Helpline Monday to Friday 9.30 am to 4.00 pm		