



Christleton Primary School
Be the best you can be

Anti-bullying Policy

Document Name		Reviewed by	
Anti-bullying Policy		Full Governing Body	
Author	Mr Mitchell	Version number	1.3
Date of Policy	Policy Reviewed	Next Review	
September 2023		September 2026	
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Christleton Primary School

Anti-Bullying Policy

The aim of this anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

All children at Christleton Primary School are expected to behave with consideration and care for each other. We aim to provide a caring and secure environment in which all children are able to play and work together in a spirit of cooperation and free from negative interference from others.

Definition of Bullying

Bullying is defined as **deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.**

Bullying can be carried out by individuals or groups of people. Bullies often try to involve other people in their behaviour. On lookers who do nothing are often part of the bullying. This is completely unacceptable behaviour.

Bullying can take many forms. The main types are identified below:

- Physical (hitting, kicking, theft, damage to property)
- Verbal (name calling, insulting, making offensive remarks, racist remarks)
(Including cyber-bullying – verbal bullying using texting and social networking sites)
- Indirect (spreading rumours, excluding someone from social groups).

The school will treat any examples of bullying as a very serious matter.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. **Pupils must be encouraged to report bullying by telling someone at school and at home.**

All teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils

Guidance about Bullying

Children

If someone is being bullied, watching and doing nothing does not help and can make people think you support the bullying. Always:

- Tell an adult immediately – a teacher or mid-day assistant if possible
- Do not put up with a bully in your group of friends. If you can, tell them that their behaviour is wrong and that they should stop it.
- Do not 'hit back' or join in the same sort of behaviour as a bully.

Parents

- Parents are asked to remind their children from time to time about what they should do if someone is being bullied
- Watch for any signs of distress in your children eg an unwillingness to go to school or a pattern of headaches or stomach aches. Other signs may be equipment which has gone missing, requests for extra pocket money, bruises or damaged property.
- Take an active interest in your child's social life and discuss friendships and any problems they may have.
- Let the school know immediately if you think your child is being bullied and ask to speak to your child's class teacher.
- If bullying continues keep a written record so that you know who was involved, what was said or done, where it took place and when it took place.
- Do not encourage your child to hit back. It will only make matters worse. Encourage your child to tell someone – a friend or a member of staff immediately.

Staff

- Watch for signs of distress in children – deteriorating work, isolation, spurious illness, erratic attendance, the desire to remain with adults. These may be signs of bullying although they could also be symptoms of other problems.
- Listen carefully to what children tell you and if necessary record incidents in writing
- Offer immediate support to children and put the school's procedures in place
- Continue to watch for signs of further bullying activity and offer support where appropriate
- Ensure that other colleagues who may encounter the problem are informed about it, but otherwise ensure confidentiality
- Inform parents immediately of any incidence of bullying

School procedures

Implementation

The following steps may be taken when dealing with incidents

- As a school we must respond promptly and effectively to any bullying that occurs.
- 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 headteacher / SLT
- The headteacher / SLT member will interview all concerned and will record the incident
- The bully will be made aware that his/her behaviour will not be tolerated, appropriate punishment will be awarded and the child informed of the consequences of any further bullying behaviour
- Teachers will be kept informed and if it persists they will advise the leadership team
- The parents of both parties should be informed (If necessary the parents of both children should be asked to visit the school to discuss the matter). In the case of any serious incident, or any recurrence of bullying, the parents should be informed in writing. The letter should give details of the event(s) which has (have) taken place.
- Children should be used as a positive resource in countering bullying. The problem may need to be discussed with the class by the class teacher or with other groups of pupils by an appropriate member of staff.
- Any racial or sexual harassment should be dealt with in the same way
- A behaviour support plan to be agreed and implemented where appropriate
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

Sanctions

The following disciplinary steps can be taken:

- Official warnings to cease offending (Verbal warnings and written warnings where necessary/appropriate)
- Detention (missed playtimes) / thinking time
- Exclusion from certain areas of school premises
- Missed clubs / extra-curricular activities
- No free choice activities in class time
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence.

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
- Informing parents or guardians to help change the attitude of the pupil.

School Curriculum

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHCE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.