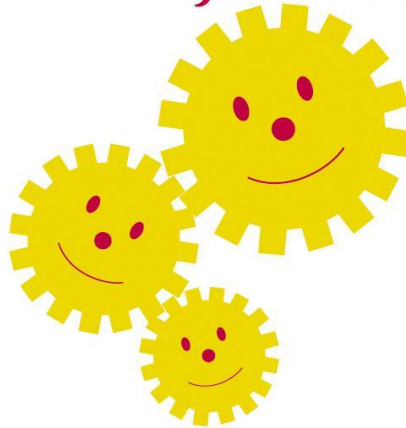


Chuckery Primary School



Working Together

ANTI-BULLYING POLICY

Completed By:	Angela McMorrow
Date Completed:	April 2023
Agreed by Governors:	April 2023
To be reviewed:	April 2026

Aims and Objectives of the Policy

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

The policy is in place to ensure

- All stakeholders have an understanding of what bullying and bullying behaviour is.
- All stakeholders to be able to recognise some of the symptoms of bullying and bullying behaviour
- All stakeholders to know how bullying or bullying behaviour is reported
- All Stakeholders to know how alleged victims as well as alleged perpetrators will be supported when bullying or bullying behaviour is reported
- All stakeholders to know the consequences of bullying and bullying behaviour
- That the school meets its legal responsibility to ensure that the measures needed to deal with preventing all forms of bullying are in place including bullying related to and including the protected characteristics under the Equality Act 2020:
 - race, religion and culture
 - appearance
 - homophobic and transphobic bullying
 - bullying of pupils with special educational needs (SEN) or disabilities
 - sexist or sexual bullying
 - cyber bullying

Statement of Intent

We are committed to providing a caring, friendly, respectful and safe environment for all of our pupils.

Bullying and bullying behaviour is not acceptable at Chuckery Primary School. If bullying or bullying behaviour does occur, all staff need to be clear about the procedure which should be followed. All pupils should feel there is someone in school who will listen to them and know that incidents will be dealt with promptly and effectively. *Anyone* who knows that bullying is happening is expected to share their concerns so that the behaviour can be dealt with effectively and efficiently. Even though incidences of bullying do not occur often they should not be dismissed or not taken seriously.

What is Bullying and Bullying Behaviour

Our shared understanding of bullying and bullying behaviour is:

- Behaviour which makes, or could make, someone feel intimidated or frightened
- Behaviour which is repeated over a period of time
- Behaviour which highlights what the bully sees as a weakness or insecurity
- Has the intention of upsetting someone

It can take the form of

- Physical behaviour – hitting, kicking etc.
- Verbal – Name calling etc
- Visual – Looks and gestures
- Indirect – Excluding from groups or spreading rumours
- Cyber bullying – Using electronic media, messaging etc

The distinction between bullying and bullying behaviour is when the victim does not necessarily feel like they have been bullied but where someone else, in the same situation, might have done.

Effect of Bullying or Bullying Behaviour

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. Other signs may include:

- The child is frightened of walking to or from school
- Changes in their usual routine
- The child is unwilling to come to school
- Becoming withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts, or threats of, suicide
- Attempts to, or threatens to, run away
- Comes home with clothes torn or books damaged
- Has possessions go "missing"
- Asks for money or starts stealing money
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- 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 investigated

Staff responsibility and the Statutory duty of schools

Head teachers 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.

All staff have the responsibility to take allegations of bullying and bullying behaviour seriously and follow the school policy when dealing with incidents.

Implementation

The following steps should be taken when dealing with incidents:

Staff

- 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 and Inclusion Manager using the CPOMs system. The category of the incident should be marked as "Behaviour-Bullying"
- The Head Teacher or a member of the Senior Leadership Team will take action they deem appropriate and report the incident as necessary to the Governors
- Parents of the alleged victim and perpetrator will be informed where appropriate

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a teacher or 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

How children are made aware of what bullying is and how we will address it?

Children need to be very clear about the difference between bullying and bullying behaviour and other “bad behaviour”. This will be done through an annual Bullying Awareness week and through ongoing PSHE lessons in both class and assemblies.

Sanctions

Where proven, incidents of bullying and bullying behaviour will be dealt with in line with the school’s behaviour policy. Incidents may lead to suspension or permanent exclusion.

Monitoring, evaluation and review

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

Please also see: Sexual Violence & Harassment Between Children Policy

Signed Signed



Print:

Mr. James Pearce

Date:

23rd March 2023

Headteacher



Print:

Mrs. Nicola Rudge

Date:

23rd March 2023

Chair of Governors

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