

Anti-Bullying Policy



Updated: December 2022

Next Review Date: Autumn Term 2023

At Charlwood Village Primary School we value and appreciate one another. We celebrate our similarities and differences. Our vision and aim is for our pupils to develop and become confident, valued, prepared and successful as they move on to secondary school. We listen to and respect each other to build self-esteem and self-confidence. Our school community does not tolerate any form of bullying.

Please note that this policy is for adult bullying also.

Our Definition

We believe bullying is deliberately hurtful behaviour repeated over a period of time. Bullying can be:

- ✓ Physical (hitting, kicking, stealing)
- ✓ Emotional (name calling, excluding from a group, spreading rumours, doing things deliberately to upset the other person)
- ✓ Online (misuse of mobile phones, internet communication and social networking sites)

Aims

At Charlwood Village Primary School our aims are:

- ✓ To create a safe and supportive learning environment
- ✓ To enable all children to become responsible members of society, respecting others and their property
- ✓ For all members of the school community to challenge discriminatory behaviour, this includes homophobic and transgender comments
- ✓ For all members of the school to challenge any form of radicalisation behaviour and to report to the Headteacher
- ✓ For all adults to model behaviour in keeping with these aims

- ✓ Through our Computing, PSHE curriculum and safeguarding assemblies and Big Think Times to equip our pupils with the knowledge to keep themselves safe online from bullying.

What are the signs that bullying is happening?

The following are possible signs of bullying, *however they could also indicate other problems and therefore must be rigorously investigated.*

- ✓ Not wanting to come to school or work
- ✓ Negative change in behaviour (aggressive, disruptive, attention seeking)
- ✓ Withdrawn
- ✓ Bed-wetting
- ✓ Nightmares
- ✓ Lack of appetite
- ✓ Physical signs (cuts, bruises, grazes)
- ✓ Damaged personal items
- ✓ Reluctant to speak

Consequences for Bullying

If it is a child:

1. Staff report concerns and bullying allegations to the Headteacher.
2. Headteacher interviews all adults and children involved and records incidents and interviews.
3. Headteacher informs parents and carers of all children involved.
4. Headteacher enforces appropriate sanctions (e.g. loss of playtime, loss of reward, formal written warning, suspension, exclusion) in line with the school's Behaviour Policy and Exclusions Policy.
5. Where appropriate the Headteacher will inform the Local Authority and Multi Agency Safeguarding Hub.

If it is an adult:

1. Member of staff reports bullying allegations to the Headteacher.
2. Headteacher interviews all adults concerned.
3. Headteacher will follow procedure in the Staff Disciplinary Policy.
4. Headteacher will follow advice from the Local Authority Personnel Consultant.

*In the case of an allegation made against the Headteacher then the Surrey Policy for Managing an Allegation against the Headteacher should be followed and the member of staff should report the allegation to the **Safeguarding Governor Georgina Catanach** (contact details can be found in the staffroom).*

Support for the Victim

If it is a child:

- ✓ The affected pupil will be given time to talk through the experience and how they are feeling with either the Headteacher or ELSA.
- ✓ The affected pupil will be given reassurance that the matter is being dealt with in a sensitive way that will not make the situation worse.
- ✓ The affected pupil will be given pastoral support through the ELSA.
- ✓ The pupil may be offered ELSA (Emotional Literacy Support Assistant) support.

If it is an adult:

- ✓ The affected member of staff will be given time to talk through the experience and how they are feeling with the Headteacher. In the case of an allegation being made against the Headteacher, this will be the Safeguarding Governor.
- ✓ The affected member of staff will be advised to seek support through the Employees Assistants Programme, HELP.

Support for the Perpetrator

If it is a child:

- ✓ They will have the opportunity to talk through their reasons for bullying.
- ✓ They will have the opportunity to talk through their feelings.
- ✓ A sanction will be enforced.
- ✓ Where appropriate a behaviour plan will be put in place to encourage positive behaviour.
- ✓ They will be given pastoral support.
- ✓ Possible support from outside agencies as appropriate.
- ✓ Referral to outside agencies as appropriate.
- ✓ The pupil may be offered ELSA (Emotional Literacy Support Assistant).

If it is an adult:

- ✓ They will have the opportunity to talk through their reasons for bullying with the Headteacher. In the case of the Headteacher bullying, this would be the Safeguarding Governor.
- ✓ They will have the opportunity to talk through their feelings with the Headteacher. In the case of the Headteacher bullying, this would be the Safeguarding Governor.
- ✓ Headteacher will follow procedure in the Staff Disciplinary Policy.
- ✓ Headteacher will follow advice from the Local Authority Personnel Consultant.
- ✓ They will be signposted to use the Employees Assistants Programme.

Whole School Approach to Preventing Bullying

- ✓ Anti-bullying week
- ✓ Time to Talk opportunity.
- ✓ School Rules agreed by all pupils.
- ✓ Social and Emotional Aspects of Learning sessions in Wren Class.
- ✓ Personal, Social and Health Education (and citizenship) in KS1 and KS2.
- ✓ Safer Internet Day
- ✓ Assemblies
- ✓ Religious Education
- ✓ Spiritual, Moral, Social and Cultural Education
- ✓ Developing confidence to challenge bullying
- ✓ Developing confidence to say something
- ✓ Peer mediation
- ✓ Nurturing
- ✓ Emotional Literacy Support Assistant
- ✓ Circle of friends

Success Criteria

We will know we are successful when:

1. The school community are willing to report bullying.
2. The school community are willing to challenge bullying incidents.
3. The school community are aware of and confident that appropriate action has been taken.
4. Incidents of any form of bullying are rare and are resolved at the early stages.

How will this policy be monitored?

- ✓ It will be promoted and implemented throughout the school community
- ✓ All stakeholders will contribute to this policy and its practice will be reviewed annually
- ✓ Child Protection and Safeguarding governors will carry out their monitoring schedule.
- ✓ Observations and comments from children at any time.
- ✓ Big Think Time will be used to discuss bullying and anti-bullying strategies.

Other Policies

This policy should be read in conjunction with the following policies:

Child Protection and Safeguarding
Staff Code of Conduct
Behaviour Policy
Disciplinary Policy
Managing Allegations Against the Headteacher

Single Equality Policy
Online Safety Policy
Whistle Blowing Policy
Health and Safety Policy
Staff Handbook
Special Educational Needs Policy