

Anti-Bullying Policy



Updated January 2020

At Charlwood Village Primary School we value and appreciate one another and celebrate our similarities and differences. Our vision and our 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- ✓ Withdrawn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

What happens to the bully?

If it is a child:

1. Staff report concerns and any 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, minor fixed term exclusion, major fixed term exclusion) in line with the school's behaviour 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 Cathy Barclay (contact details can be found in the staffroom).

Support for the Bullied

If it is a child:

- ✓ The affected pupil will be given time to talk through the experience and how they are feeling
- ✓ 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
- ✓ 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
- ✓ The affected member of staff will be advised to seek support through the Employees Assistants Programme

Support for the Bully

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
- ✓ 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
- ✓ They will have the opportunity to talk through their feelings
- ✓ They will be signposted to use the Employees Assistants Programme

Whole School Approach to Preventing Bullying

- ✓ Anti-bullying week
- ✓ Worry Boxes
- ✓ School Rules agreed by all pupils
- ✓ Social and Emotional Aspects of Learning sessions
- ✓ Personal, Social and Health Education (and citizenship)
- ✓ Circle time
- ✓ Safer Internet Day

- ✓ Buddy Bench
- ✓ 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 policy and practice will be reviewed annually
- ✓ Annual questionnaires will be given to staff, pupils, parents/carers and governors.
- ✓ Child Protection and Safeguarding governors will carry out their monitoring schedule
- ✓ Observations and comments from children at any time

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
 E-Safety Policy
 Whistle Blowing Policy
 Health and Safety Policy
 Staff Handbook

Special Educational Needs Policy