

Anti-Bullying Policy and Charter

Signed on behalf of the Governing Body

Review Date; December 2025

Next Review Date; December 2028

Produced by;



Latest Version Date;

Links to other policies

Reference is made throughout this policy to our School Behaviour Policy

Notes

www.bullying.co.uk

www.nobully.org.nz

<https://anti-bullyingalliance.org.uk/>

This document is intended to state our understanding of the nature of bullying and also our strategies for coping with it should it occur in our school. Parts of this document have been developed with our Year One and Two school council during Anti-bullying Week 2025.

What is bullying?

Bullying is the systematic physical or psychological intimidation by those who take up a position of power over those who are unable to defend themselves. It implies a wilful or conscious desire to hurt, threaten or frighten someone with the sole intention of causing distress. (European Court of Human Rights definition)

In most people's view this is bullying	This is not bullying
Persistent teasing or name calling or persistent ganging up on the same child	Over boisterous play which can often occur with infants who accidentally hurt one another by being unintentionally too rough
Deliberately breaking up a friendship by repeatedly doing unpleasant things or name calling	Telling a friend that you don't want to be their friend any more or falling out with each other
Repeated threats or intentionally fighting with the same child(ren)	One off threats or fighting which can occur in temper with young children
Repeated hitting, spitting or scratching	A one off incident of hitting, biting, nipping or spitting at another child in anger in an otherwise blameless child who has been provoked
Persistent sexism Persistent racism or racist remarks Deliberately excluding from play on a regular basis Repeated rude comments about the victim or the victim's family	One-off incidents as those opposite would be dealt with according to our Behaviour Policy, but not regarded as bullying
Persistently taking things from another child	Taking other people's belongings on one occasion is always treated seriously and dealt with following the school's behaviour policy and guidelines
Any repeated behaviour intended to upset, hurt or frighten another	Repeated behaviour from a child who has recognised additional needs around social interactions, e.g. Attachment Disorder, ADHD, and Autism Spectrum Disorder. The school will seek to support these children using specialist advice and support as appropriate.
	Swearing

All of these behaviours are unacceptable but how we deal with those not defined as bullying is outlined in our Behaviour Policy.

How does our school work to prevent bullying?

We use a 'whole school approach' to prevent bullying. Children, teachers, teaching assistants and mid-day supervisors aim to ensure that bullying does not take place.

Our 'Personal, Social and Emotional Development' (PSED) Curriculum emphasises good behaviour and encourages children to think of the effect their actions have on others. This is constantly reinforced in class and the playground, including through assemblies, lessons,

playtimes and circle times. We also provide good role models for the children in the way the staff work as a team and behave towards each other.

Staff and parents watch for early signs of distress in children which can be a sign of bullying; not wanting to go to school; deterioration in work; unexplained tummy-aches or headaches; low self-esteem. Many of these things can be due to other causes but may also be signs of bullying that can be stopped if addressed quickly and sensitively.

There is a system in place for making sure that children are able to let a member of staff know if they need to talk but find it difficult to approach staff to say something. Staff discuss with children this non-verbal procedure for letting an adult know if they want to talk about something. Staff monitor this and ensure that they find time to provide an opportunity for children to talk about what is concerning or worrying them. Parents are vital in letting staff know about things that are impacting on their children at school too.

What do we do to try and prevent bullying?

- ✓ We try to ensure that children know the difference between isolated incidents and persistent bullying.
- ✓ We teach children strategies to use.
- ✓ We remind our children that bullying is not acceptable in our school and that we should follow the golden rules and our school motto, 'learning, caring, sharing'.
- ✓ We always tell children to tell a grown up they trust if they are being bullied.
- ✓ We ask parents to inform us immediately if they think that their child is being bullied.
- ✓ We ask parents to understand that these are very young children who might behave inappropriately if provoked because they are still learning how to behave.

If we come across suspected bullying, what do we do?

- ✓ We take every report seriously and address any behaviour reported. Our handling of the situation will depend on the individual child and the circumstances. The school will need to establish whether bullying is taking place or not.
- ✓ Children are listened to calmly and seriously to establish the cause of the incident. Parents concerns are also dealt with in this way.
- ✓ Incidents are investigated thoroughly before any action is taken.
- ✓ Both bully(ies) and victim(s) are supported appropriately.
- ✓ Remedial action is taken to support both parties in understanding what is appropriate and acceptable behaviour and what is not.
- ✓ Parents are informed.
- ✓ Children are actively encouraged to take steps to show they are sorry.
- ✓ Records of the incident are kept on file with details of any action taken.

Why do we take bullying seriously?

- ✓ We work very hard to make our school a happy place where children feel safe and secure in order to learn.
- ✓ If children are unhappy and feel the need to bully we need to help them.
- ✓ If children become the victim of bullies we need to stop the bullying and also teach them positive strategies to avoid being bullied.

What do you do if you suspect your child is being bullied?

- ✓ Watch for signs e.g. not wanting to come to school, headaches, tummy-aches and reluctance or inability to tell you what is wrong.

- ✓ Listen to your child and try to find out if there really is a problem with bullying and not just rough play, broken friendship or one off temper led incidents. These are still things that children will find upsetting and need to be addressed but this is in line with our Behaviour Policy and not our Anti-Bullying Policy.
- ✓ Talk to the Class Teacher or Head Teacher about your concerns.
- ✓ Talk to your child about why other children may not have such a well-developed understanding of how to treat others and what they can do about this. Children need to learn to deal with all kinds of inappropriate behaviour and sometimes learn to modify their own especially if they like to provoke others, this is part of growing up and becoming increasingly independent.
- ✓ Don't encourage a 'hit back' approach. This encourages your child to behave in a way similar to the way in which the bully is behaving. This is not acceptable. We teach children to deal with conflict in a fair way.
- ✓ Encourage your child to think why the bully is like that. For example, is the bully unhappy? Doesn't the bully have many friends? Is there anything they can do to help the bully?
- ✓ Teach your child to say NO or STOP to other children who upset or annoy them.
- ✓ Support and teach your child to ask for help from their class teacher, teaching assistant or midday supervisor or talk to another trusted adult who can speak to school on their behalf.
- ✓ Children often call each other names as part of developing their understanding of social interactions and their use of language. Usually, these names are not meant to be malicious or to cause offence. If your child is upset about any names used, let us know about this.

Why do some children bully?

There are a lot of reasons why some children bully.

- ✓ Bullies may see it as a way of becoming more popular and can incorrectly think that the behaviour *makes* them more popular.
- ✓ Trying to making themselves look tough and in charge.
- ✓ To get attention, or things.
- ✓ To make other people afraid of them.
- ✓ Bullies may have a lack of understanding that their behaviour is wrong, and how it makes the person being bullied feel.
- ✓ Bullies are often unhappy themselves and want to make others as unhappy as they are.
- ✓ Bullies may be being bullied themselves!

How to help a child if they become a bully

- ✓ Help the bully to understand how the bullying makes others feel.
- ✓ Find out how it makes the bully feel
- ✓ Look for the things that the bully does well and give them lots of positive attention. This may stop them seeking attention for their negative behaviour.
- ✓ Try and create a circle of friends for the bully. Positive relationships are essential.
- ✓ Try to establish what it is that makes the bully unhappy.

Our Year One and Two children have written the following list of guidance or 'Top Tips' outlining what to do if someone is unkind to them.

Top Tips

If someone is unkind to you

- 1. Say, "No thank you," or, "Please don't do that anymore," to the other person**
- 2. Don't hurt them back**
- 3. Find someone kind to play with you**
- 4. Tell a grown up**
- 5. If it happens a few times, explain to a grown up that this is not the first time that it has happened**
- 6. Play somewhere else**