Headteacher
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Anti-bullying policy

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2022 and "Sexual violence and sexual harassment between children in schools and colleges" guidance. The School has also read and adopted Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

Definition

Bullying is defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

Symptoms of bullying

Early signs that a child is being bullied could be:

- The child becoming withdrawn
- A deterioration in the child's work
- Erratic attendance or spurious illness
- Persistently arriving late at school
- General unhappiness or anxiety
- The child wanting to remain with adults
- Sudden outbursts not in common with the child's normal behaviour

Physical symptoms could include headaches, stomach aches, fainting, fits, vomiting or hyperventilation. Victims can become depressed and this can continue into their adult lives.

Teacher duties

- Teachers are responsible under the Health and Safety at Work Act 1974 for the health and safety of pupils. They are required to do all that is reasonably practicable to protect their health and safety.
- Teachers have a common law duty of care to pupils in school. They are required to take reasonable care.
- The statutory and common law duties are discharged if reasonable precautions are taken to prevent bullying in schools and there are procedures in place to record any incidents that do take place and procedures to take appropriate action to stop further incidents.
- The Head teacher should give teachers who are responsible for implementing school's anti-bullying procedures whatever information and training is necessary.

Behaviour Policy

This policy outlines:

- The schools expectations of behaviour
- The range of sanctions
- The systems of rewards for good behaviour

Curricular approaches to bullying

In dealing with bullying we aim to:

- Raise awareness about bullying and the school's anti-bullying policy
- Increase understanding for victims
- Teach pupils about their relationships with others through the curriculum

Strategies to combat bullying

We aim to include the following in our teaching:

- Friendship and social skills
- Support groups
- Mediation by adults
- Mediation by peers

Friendship and social skills

We arrange weekly Forest Schools sessions to focus on social skills, self-esteem and team building. These sessions aim to increase insight into pupil's feelings and behaviour. All pupils take part in regular PSHE sessions planned using the PSHE Association resources. Children are taught about the school Values of Resilience, Cooperation, Respect, Kindness, Friendship and Adaptability. These are promoted through assemblies and within the classroom.

Support Groups

A support group for a bullied pupil will be set up to include those involved in the bullying. The aim is to get the bully to identify with the victim and then to help resolve the problem.

Mediation by adults

Members of staff can help establish ground rules between pupils who are being bullied and the pupils who are doing the bullying to help them co-exist in school. Behaviour forms are used by pupils to give opportunity to record incidents.

Formal Action

If pupils do not respond to preventative strategies to combat bullying, we will take formal action to stop bullying behaviour. These sanctions are in line with the school's behaviour policy.

- Removal from the group
- Withdrawal of break or lunchtime privileges
- Parental Involvement
- Internal exclusion
- Fixed period exclusion

In the case of provable, persistent and violent bullying we will normally seek to permanently exclude the bully.

Dealing with bullying incidents
In dealing with bullying incidents, we will observe five key points.

- We will not ignore any type of bullying including cyber bullying.
- Staff will not make premature assumptions.
- All accounts of the incidents will be listened to fairly.
- We will make every effort to adopt a problem-solving approach which encourages pupils to find solutions rather than simply justify themselves.
- We will follow up to check bullying has not resumed.

Records
The school will keep records of all incidents and the school's response. The Head Teacher must be informed and will log details in the file kept in the office. Bullying incidents will be reported to the Governing body anonymously. (See appendix)

Advice to bullied pupils
We will tell our children not to suffer in silence. This will be reinforced through general day-to-day teaching and specifically PSHE sessions. Consideration will be given to Looked After children or other vulnerable children who may need extra nurture and intervention strategies.

During a bullying incident, pupils will be advised to:

- Try to stay calm and look as confident as they can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as they can
- Tell an adult what has happened straight away

After they have been bullied, pupils should:

- Tell a teacher or other adult at school
- Tell their family
- Take a friend with them if they are scared to tell an adult by themselves
- Not blame themselves for what has happened

When they talk to an adult about the bullying, pupils should be clear about:

- What has happened to them
- How often it has happened
- Who was involved
- Where it happened
- Who saw what happened
- What they have done about it already

The role of parents
Bullying is everyone's problem. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

When, after discussion, we confirm a child has been bullying we will contact the parents of all children concerned to discuss the issues. We will ask parents to:

- Reinforce the importance of telling someone when you think you are subject to bullying behaviour
- Explain that bullying is wrong and makes others unhappy
- Demonstrate where appropriate how to join in with others without bullying
- Make an appointment to see the child's teacher as soon as possible, and explain the problem and discuss how the school and the parents together can stop the bullying
- Talk to the all children involved regularly about how things are going at school
- Give lots of praise and encouragement for appropriate behaviour.

Following discussions sanctions and outline plans will be agreed.
We will monitor the bullying child's behaviour and further incidences of bullying may result in exclusion.

We will ask parents to contact the school if they suspect their child is being bullied.
Parents of a bullied child should:

- Talk to the child calmly about it and reassure the child that telling them about it was the right thing to do
- Make a note of what the child says
- Explain that the child should report any further incidents to a teacher or other member of staff straight away
- Make an appointment to see the child's teacher as soon as possible.

Date of review: June 2026
Date agreed by Governors: June 2026

Date of next review: June 2027

Signed ……Polly Kossowicz…… Head
Signed ……Kate Jackson……Chair of Governors

Date of Incident	
Where the incident took place	
Name of teacher/support staff who investigated the incident	
Name of the child / adult the behaviour was aimed at	
Names of all children involved	
Description of incident	
Action taken:	
Parents/Carers notified on……(date)	
Situation to be monitored by……(name) **Situation to be reviewed on ……..(date)** **Signed head teacher:……(date)**	