**Chidham Parochial Primary School**

# Anti Bullying Policy

Ratified: July 2026

Review: **July 2027**

## Statement of Intent

At Chidham Parochial Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed, safe and happy environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

## Aims and Objectives of this Policy

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as completely unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.
- To promote a consistent school response to any bullying that may occur.
- To inform children and their families of the school's expectations and to foster a productive partnership which helps to eradicate and maintain a bullying-free environment.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, Anti-Bullying Week etc) and proactive teaching strategies (Jigsaw PSHE and RSHE lessons, circle time etc.) will be used to reduce the opportunities for bullying to occur.

**What is Bullying?**

The school has adopted the following collaborative definition of bullying as defined by the Anti-Bullying Alliance which says that bullying is:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face to face or through cyberspace."

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victims.

**Bullying can be:**

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal: name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, swearing, making fun of someone
- Physical: pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist: racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual: unwanted physical contact or sexually abusive or sexist comments
- Homophobic because of/or focussing on the issue of sexuality
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

**Bullying is not:**

Bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is

bullying if it is done Several Times On Purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns and learn how to deal with these situations and develop social skills to repair relationships.

**Signs and Symptoms**

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- becomes withdrawn, anxious or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under perform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- 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

These signs and behaviours are not exhaustive and could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

**Procedures for reporting and responding to bullying incidents**

All staff will respond calmly and consistently to all allegations and incidents of bullying at Chidham Parochial Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Bullying reported to a member of staff.
2. The responsible member of staff must deal with the incident calmly and firmly. If the adult considers that there is a cause for concern they will listen to the 'victim' first. They must avoid becoming involved in fact-finding or apportioning blame. All possible incidents of bullying will be recorded and dated by staff involved. The member of staff will adopt a problem-solving approach wherever possible.
3. Staff will make sure the victim(s) is and feels safe. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. If the incident occurs at break or lunchtime the staff member on duty will inform the class teacher. Follow up discussions may be appropriate with individuals, and clear reminders of what is acceptable/ unacceptable behaviour and the consequences of this. This will be recorded on CPOMs.
6. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
7. A meeting with both (or groups) of pupils may then be held if necessary, again using a problem-solving approach and encouraging the children themselves to say what needs to be done
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (see next section).
10. If possible, the pupils will be reconciled.

11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.

12. In all cases of bullying, the incidents will be recorded by staff on CPOMS. All reports will be reported to the governors

13. Parents will always be informed of any incidents and will be invited to come into school for a meeting to discuss the problem.

14. If a bullying issue is reported by parents this will, in the first instance, be addressed by the class teacher. If the issues persist and parents continue to have concerns, the Headteacher or SLT will address the issue.

15. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

16. Bullying incidents will be discussed regularly at staff meetings.

17. If necessary and appropriate, the DSL in school, Social Services or police will be consulted.

18. In the case of cyber bullying, the above procedures will be followed and the Online Safety policy will be referred to.

**Longer Term Bullying**

If the bullying persists, and all procedures normally used are not effective further action will be necessary:

1. The incidents will be reported to the Headteacher or Deputy and SLT– recorded on CPOMs.
2. The Headteacher or SLT will investigate the incident.
3. They will decide if parents of the pupils involved should be informed and be asked to come in to a meeting to discuss the problem.
4. The child's parents will be invited in order to discuss the concerns, at which time any written comments may be used as evidence. Wherever possible, agreement is reached between parents and the school as to appropriate strategies to adopt that are consistent, firm and enforceable.

**Outcomes**

The following sanctions may be used:

1. The bully (bullies) will be invited to apologise. Other consequences may take place i.e. written apology, removal of privileges.
2. If possible, the pupils will be reconciled, and an attempt will be made to help the bully change their behaviour resulting in the difficulties being resolved to the acceptance of both parties.
3. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Staff will be made aware and any incidents will be reported on CPOMS.
4. In the instance of cyber bullying the School may remove IT access to those children who are not using School IT resources in line with the Online Safety policy.
5. At the discretion of the school, outside agencies may become involved.
6. If necessary and appropriate, the police will be consulted.
7. In serious cases, fixed term or permanent exclusion will be considered by the Headteacher.

**Strategies for the prevention and reduction of bullying**

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

- Involving the whole school community in writing and reviewing the policy
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- Each class agreeing on their own set of class rules based on the UNICEF Rights and Responsibilities for Children
- Making national anti-bullying week a high-profile event each year
- Awareness raising through worship inputs

- Jigsaw PSHE and RSHE scheme of work from Reception to Year 6 used to support this policy
- Circle time on bullying issues
- Setting up of a circle of friends support network where a small group of children volunteer to help and support an individual experiencing difficulties

**Appendix 1**

**Sources of further information, support and help** There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

| Name of organisation | Telephone number | Website |
|---|---|---|
| Anti-Bullying Alliance (ABA) | 0207 843 1901 | www.anti-bullyingalliance.org.uk |
| Bullying Online | 020 7378 1446 | www.bullying.co.uk |
| Childline | 0800 1111 (helpline for children) | www.childline.org.uk |
| NSPCC | 0207 825 2500 | www.nspcc.org.uk |