Chaucer Primary School

A place for All   *Transforming Lives*   *Achieving Potential*

Anti-Bullying Policy

Updated: September 2023
By: C Murphy, Headteacher
To be reviewed: September 2024

To be read in conjunction with the Behaviour Policy, SEND policy, Single Equalities Policy, Safeguarding and Child Protection Policy and Keeping Children Safe in Education

The policy is applicable to our whole school community.

Aims
- To educate children, staff, volunteers and parents about the harm caused by bullying
- To make children aware of the role they can play in preventing bullying
- To promote the ethos of the school as a means of preventing bullying
- To promote the British values of individual liberty, mutual respect and tolerance within our school To provide help and guidance for both victims and bullies
- To establish clear procedures, which parents, pupils and staff can follow when bullying has taken place

Definition of bullying

"Bullying is behaviour by an individual or a group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying often occurs when there is an imbalance of power, which makes it hard for those being bullied to defend themselves. Bullying is usually motivated by actual or perceived differences."
For example, it may be related to:
- Age
- Race
- Gender
- Religion or belief
- SEN, disability or health condition
- Appearance
- Home circumstances

- Sexual orientation

Types of bullying might include:
- Physical (actual physical harm or threat of physical harm to a person or property)
- Verbal, for example, taunting, name calling
- Emotional, for example, excluding, tormenting, spreading rumours
- Extortion, for example, demanding money or favours
- Cyber bullying, for example via email, social networking sites, text messaging, gaming.

All types of bullying are taken very seriously in school and school recognises the seriousness of both racial and homophobic bullying. Staff are mindful of the need to assess the risk of children being drawn into terrorism and extremism. All staff are aware of the advice contained in The Prevent Duty (June 2015) and refer any potential individual at risk of radicalisation to the Prevent DSL. Should professionals have any online safeguarding concerns or want advice regarding online bullying they are able to contact helpline@saferinternet.org.uk (0344 381 4772)

Identifying the problem

Pupils
Children who are being bullied at school will not always be prepared to tell those in authority. However, when a disclosure is made, it should always be treated seriously. While others may not feel that certain actions or words are of a bullying nature, if the recipient feels that they are being bullied, that is sufficient evidence to treat the case as bullying.
Signs of bullying might include:
- Unwillingness to come to school
- Withdrawn behaviour
- Complaining about missing possessions
- Refusal to talk about the problem
- Being easily distressed
- Damaged or incomplete work

Childrencan report bullying or their worries about bullying:
- Worry boxes
- 'Care Bear' on School Website
- Tell a trusted adult
- Tell a friend to communicate it to an adult

Staff will be able to use their knowledge of the pupils to identify changes in their behaviour that might indicate bullying. Pupils should be encouraged to be open with their parents, who can then pass on concerns to school. Parents are encouraged to support staff in proactively providing intelligence about potential issues between pupils which might provoke conflict, so that staff can take measures to prevent bullying from occurring in the first place. Such measures might involve talking to pupils about issues of difference, or may involve specific lessons,

dedicated events or projects, reflection time or assemblies. School decides the most appropriate approach, depending on the circumstances of the potential issue required to be addressed.

Staff and Other Adults in the School

Bullying may occur between professional teaching staff, support staff and voluntary workers. Professional relationships between members of staff are best conducted with respect and in a non-threatening manner. There is also a legal requirement for the employer to provide a safe place of work for employees and all others that use the establishment. Staff are encouraged to report any incidents of bullying to the Headteacher or Chair of Governors or follow the Whistle Blowing Policy, which is displayed in the Staff Room.

Raising awareness, creating a supportive climate and preventing bullying:
- Efforts should be made to identify why a pupil has displayed bullying behaviour; support can then be offered to prevent reoccurrence.
- Ways of reporting bullying must be clearly established for both pupils and staff.
- Whole school ownership of our Behaviour Policy.
- Pupils may be shown through role-play or stories what they can do to reduce and prevent bullying behaviour and are taught to resolve conflicts constructively.
- Work in Religious Education, specific assemblies and PSHE (we use the SCARF resources from CORAM education) can be used to explore issues in more detail.
- Artwork, poetry, historical events and current affairs may also be used where appropriate.

Lunchtime supervision

It is important that welfare staff are included in behaviour management training, take over responsibility for pupils at lunchtime and have access to rewards. They are offered support in the development of personal assertiveness and have a clear job description. The school shares information with teachers (and other staff as appropriate) about pupils via CPOMS; this should not be discussed further with colleagues within school or taken into the wider community. All staff have access to the CPOMS system and know how to report incidents of bullying.

What happens when bullying takes place?

Immediate action will remind all pupils that bullying behaviour is unacceptable and will not be tolerated.
Staff will engage in discussion with those involved to establish what has happened.
Staff will remind children who feel they are being bullied of their achievements and positive attributes.
The focus on any strategy will be to change the behaviour of the children who bully and any groups who encourage bullying.
We recognise that children who display bullying behaviour need help and guidance. Sometimes bullies at school are victims elsewhere.
During and after the investigation of incident(s), each case will be recorded, actioned and monitored via the CPOMS system, which is regularly viewed by the DSLs The DSLs are notified automatically of all instances of bullying, including racist or homophobic bullying.

The CPOMS Log is reviewed by DSLs at the end of each half-term ensuring that evidence and potential patterns of bullying are effectively identified and proactive measures taken to avoid future occurrences. Also, if particular instances of bullying continue, the log will provide effective evidence should more serious sanctions be required, for example, reporting the matter to the police or the exclusion of the perpetrator. Some types of harassing or threatening behaviour, or communications, are a criminal offence (under, for example, the Protection from Harassment Act 1997; the Malicious Communications Act 1988 and the Communications Act 1988) For example, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety, or a communication which is indecent or grossly offensive, a threat, or to send information which is false and believed to be false by the sender. If school has reason to believe any of the above to be the case, the Headteacher may refer the matter to the Police.

What are our principles for dealing with bullying?
Create an anti-bullying culture as part of the school's curriculum, underpinned by British values (see our Behaviour Policy). Take all bullying problems seriously, including informing parents. Parents should feel that when a complaint is made, it is dealt with seriously and thoroughly; report all incidents of bullying to Governors via the Headteacher's termly Report. Investigate all incidents thoroughly and ensure that actions are completed and recorded on CPOMs. Adults may use the whistleblowing procedure. Ensure that appropriate action is taken to prevent further incidents.
Reviewed: September 2023