

ANTI-BULLYING  
POLICY FOR SCHOOLS in conjunction with Kidscape

CHILTERN PRIMARY SCHOOL



Together, over time, we are proud to learn to make a difference to ourselves and others.

ANTI-BULLYING POLICY  
2021 -2023

Written: September 2021

Reviewed: July 2023

### Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

## What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person persistently and over time, by one individual or a group of people. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focussing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Cyber** All areas of internet, such as email & internet chat room misuse  
Mobile threats by text messaging & calls  
Misuse of associated technology, i.e. camera & video facilities
- **Disability** abuse due to physical or mental disabilities or impairments.

## Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

## Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding about what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

- **Signs and Symptoms**

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

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## Procedures

1. Report bullying incidents to staff as soon as possible (children to use their helping hands to decide who to speak to)
2. In cases of serious bullying, the incidents will be recorded by staff so any patterns of inappropriate behaviour can be established and class teachers informed
3. Chiltern has forms for recording e-safety, racist, physical and verbal issues. Our ELSA supports all emotional worries and issues.
4. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
5. If necessary and appropriate, police will be consulted
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
7. An attempt will be made to help the bully (bullies) change their behaviour, this may involve an intervention programme with our ELSA or support from our local PCSOs.

## Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place such as mediation and restorative actions.
- 2) In serious cases, suspension or even exclusion will be considered – and our behaviour policy will be followed
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## Prevention

We use the following methods for helping children to prevent bullying. As and when appropriate, these may include:

- **Start/ stop behaviours** for acceptable behaviours in class and school
- Identifying a **helping hand** of adults who can help our children
- Parents, staff and pupils signing a behaviour contract (**Home/ School Agreement**)
- writing stories or poems or drawing pictures about bullying
- participating in **anti-bullying week activities** in November
- reading stories about bullying or having them read to a class or assembly

- making up role-plays or posters
- having discussions about bullying and why it matters
- delivering SEAL Assemblies and/ or **Value Assemblies**
- delivering our beliefs of '**L**ooking after ourselves, looking after others and looking after our school' and being '**R**eady, **R**espectful, **S**afe'.
- **circle time** to discuss a relevant matter
- **ELSA** group activities with identified groups and programmes

How can children help themselves if they have felt worried more than once or twice?

- **Be assertive** – stand up straight and tell the bully 'No'.
- **Walk away** from the incident if you can
- If something happens a second time – say 'No' again, and walk away
- If something happens again, then tell someone at school, identified from your **helping hand in school**, as soon as possible
- **Tell a family member** as soon as possible if you feel you cannot say anything at school – though everyone at school will listen.

**Suggestions for Parents:**

- If you are worried your child may be being bullied, or is bullying, ask them directly – you may be surprised to get a direct answer
- Look for the signs shown above
- Never agree to keep bullying issues a secret
- If it is bullying in school, talk to adult there you trust and use their Anti-Bullying Policy to help you
- Encourage your child to use the strategies shown above
- Allow your child to vent their feelings about their emotions
- If it is bullying in the community, approach the other families to try to resolve
- Arrange new plans for journeys to and from events
- Keep a written, dated log of all **incidents to see if there's a pattern**
- Ensure that your child is not part of a group behaving inappropriately
- Liaise with other parents and create more friendship groups and broaden interests and clubs

- Speak to PCSOs and Police if events escalate.

## HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.