

Anti-Bullying Policy



1. Policy Statement

We are committed to providing a caring, friendly and safe environment for all 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.

2. Aims

- Prevent bullying, including online (cyberbullying), and respond effectively to any incidents.
- Promote a school ethos where bullying is regarded as unacceptable.
- Provide support and guidance to children who are bullied and those who bully.
- Work with staff, pupils, parents, and outside agencies to create a safe environment.

3. Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

It can include:

- Physical (hitting, kicking)
- Verbal (name calling, threats)
- Emotional (excluding, spreading rumours)
- Cyber (online messages, social media)

4. Roles and Responsibilities

- **Headteacher:** Overall responsibility for policy implementation and reporting to governors.
- **All Staff:** Vigilant to signs of bullying, act on concerns, and record/report incidents.
- **Pupils:** Encouraged to report bullying and support each other.
- **Parents/Carers:** Report concerns and support the school in addressing bullying.

5. Prevention

- Regular assemblies and PSHE lessons on bullying and respectful behaviour.
- Clear school rules and anti-bullying messages displayed.
- Staff training on recognising and dealing with bullying.
- Encouraging pupil 'buddies' and peer support.

6. Reporting and Recording

- Pupils can report bullying to any member of staff.

- Staff will use the school's bullying incident form (see template below) to record concerns.
- All incidents are logged by staff on CPOMS.

7. Procedures

- Investigate all reported incidents promptly and fairly.
- Inform parents/carers of both victim and perpetrator.
- Record details and actions taken.
- Provide appropriate support for all pupils involved.
- Apply disciplinary measures as appropriate.

8. Support

- Support for the victim: counselling, safe spaces, buddy system.
- Support for the perpetrator: behaviour interventions, restorative meetings.

9. Monitoring and Review

- Policy reviewed annually by the SLT and governing body.
- Monitor incident logs for trends and take action as needed.

10. Links to Other Policies

- Safeguarding and Child Protection
- Behaviour Policy
- Online Safety Policy