



Caslon Primary Community School, Beecher Bear Daycare and Nursery, Beech Tree SEMH Base and Tree Acre (Early Years Inclusion Hub)

ANTI-BULLYING POLICY 2024-25

STATEMENT OF INTENT:

At Caslon Primary Community School, Beecher Bear Daycare and Nursery, Beech Tree SEMH Base and Tree Acre (Early Years Inclusion Hub) the children are taught about the values, attitudes and skills which foster mutual respect and caring towards others, creating an effective and caring school. Bullying of any kind is unacceptable at our school.

Aims and objectives of the anti-bullying policy:

- All Governors, staff, parents and children should understand what bullying is.
- All Governors and staff should know what the schools Anti-Bullying Policy is and follow it when bullying or cyberbullying is reported.
- All pupils and parents should be aware of the procedures to follow in the school's Anti-bullying policy.
- As a school we take bullying very seriously. Pupils and parents know that they will be fully supported when bullying or cyberbullying is reported.
- Bullying and cyberbullying will not be tolerated. It is our responsibility to ensure that when it occurs any incident of bullying is dealt with in line with this policy.

We believe that every child and young person, including those who are vulnerable or disadvantaged, has the best possible start in life and is supported to meet their full potential.

What is Bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those who are being bullied to defend themselves.

Types of bullying behaviour Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence ☐ Extortion - demanding money/goods with threats
- Online - use of social media, messaging and calls. Misuse of associated technology e.g. photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic - because of gender identity or perceived gender identity

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

The children and staff at Caslon Primary Community School, Beech Tree SEMH Base and Beecher Bear Daycare and Nursery share the responsibility to ensure that all children's rights are met and valued. The aim of this policy is to protect the rights of all children.

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

If any form of bullying does occur, all pupils should feel empowered to report it and know that incidents will be dealt with promptly and effectively. When any form of bullying is disclosed or observed it must be recorded on CPOMS.

It is our collective responsibility as members of Caslon Primary Community School, Beech Tree SEMH Base and Beecher Bear Daycare and Nursery to report bullying in order to protect the rights of others within our school community. We ensure that all parents, staff and pupils have full access to this policy via the internet and that the children are involved in the review/construction of this policy.

STATEMENT OF IMPLEMENTATION:

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy including a child/ pupil friendly version of our policy.
- Using assemblies and circle time in class to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, RSE, e-safety curriculum, circle time, friendship groups and restorative behaviour approach.
- Secure the safety of the target of bullying take actions to stop the bullying from happening again
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Provide assurances to child that concerns have been listened to and action will be taken.
- Consider who else is involved and what roles they have taken.
- Send clear message that the bullying must stop.
- Work with both parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequences.

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Peer mentors or buddies

Each class has a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult. Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher / tutor. When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Procedures

If bullying occurs:

- A secure environment is provided in which incidents can be reported confidently.
- The bullying behaviour is investigated and the bullying will be dealt with in accordance to class charters and behaviour policy.
- A CPOM log is kept of bullying and cyberbullying incidents.
- A worry box is available for witnesses or victims to share incidents of bullying which will be responded to.
- The pupil who has been bullied should be made to feel safe and treated in a respectful manner.
- All pupils should be aware/shown that bullying is taken seriously.
- Consistency is of the utmost importance in the recording of incidents and the response to bullying.
- The school will protect and support all parties involved.
- The victim will receive support from staff as is deemed appropriate.
- The bully/bullies will receive support to change their behaviour (e.g Behaviour Manager interventions as appropriate) as part of the school's restorative approach to behaviour management.
- The person who has bullied should be encouraged to behave in an acceptable way.
- Interventions with Behaviour Manager or other relevant staff member should be closely monitored and followed up appropriately.
- In serious cases of bullying, parents of all children involved should be informed and will be asked to come and have a meeting to discuss the incident. This will involve the Headteacher and/or senior leaders and may also involve teachers, support staff and learning mentor.
- All incidents of bullying will be reported by headteacher to governors on a termly basis.
- Any information collected is managed in line with the school's data retention policy.

Procedures for parents:

- If a parent has any concerns about their child they should speak to the class teacher immediately.
- If a parent thinks bullying is the issue, the matter will be referred to the headteacher. The headteacher is always informed of any bullying concerns and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher or send a message via Class Dojo.
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly.

Parents will be kept informed of any actions the school is taking.

- If parents feel that their concern has not been dealt with appropriately they should follow the schools complaints policy.
- All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

External support:

[Anti-bullying](#)

[AllianceKidscape](#)

[National bullying](#)

[helplineChildline](#)

[Family Lives](#)

[Cyberbullying](#)

[Child Exploitation and Online](#)

[ProtectionThinkuknow](#)

Linked policies:

Behaviour Policy

Child Protection

PolicyE-Safety Policy

ICT & Computing Acceptable Use Policies

"This policy adheres to the principles under data protection law. For further information please review the school's data protection policy published on the school's website"

Assessment, monitoring, evaluation and reviewing:

This policy is reviewed on an annual basis by Designated Safeguarding lead, the Leadership Team and School Council

The monitoring of the effectiveness of the policy will be undertaken in a variety of ways including:

- Annual school questionnaires to parents and children
- School Council Review
- Review of CPOMS incidents logged as bullying
- Parental Self Evaluation Questionnaires
- Pupil Evaluations/Questionnaires