



## CHERITON PRIMARY SCHOOL ANTI-BULLYING POLICY

### **AIMS**

We at Cheriton School 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 is anti-social behaviour and it can have a negative effect on everyone. It is unacceptable and will not be tolerated.

Governors and the Headteacher have a legal duty to ensure the safety and wellbeing of children and young people and to prevent and respond to all forms of bullying (Children's Act 2002, Education and Inspections Act 2006).

We are a **TELLING** school. Anyone, who knows that bullying is happening, is expected to tell staff immediately. Any incidents of bullying will be dealt with promptly and effectively. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at Cheriton Primary.

### **DEFINITIONS AND TERMINOLOGY**

Hampshire County Council and Cheriton School agree with the Government definition of bullying as:

*"Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally where there is an imbalance of power"*

In line with Hampshire County Council, the following three (3) conditions are used to define incidences of harmful interpersonal behaviour as bullying behaviour.

Behaviour is bullying behaviour if:

- It is repetitive, wilful or persistent;
- It is intentionally harmful, carried out by an individual or group; and

- There is an imbalance of power leaving the person who is bullied feeling defenceless.

There are many types of bullying including:

Physical: (e.g. Hitting, kicking, theft, damage to personal property);  
 Verbal (e.g. repeated name calling, personal comments which exploit, physical, racial, cultural, and social or gender differences);  
 Cyber bullying (e.g. by use of email, internet or mobile phone);  
 Indirect (e.g. Isolation of individuals from their social or peer group);  
 Racial and religious bullying;  
 Homophobic and transgender bullying;  
 Bullying related to special educational needs and disability; and  
 Sexist or sexual bullying.

Pupils who are being bullied may show changes in behaviour, such as becoming shy, nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of bruises or torn clothing, changes in work patterns, reduced concentration or truanting from school. They may be afraid to use the internet or mobile phone, or appear nervous and jumpy when a text message is received.

ALL staff, governors, parents, carers and pupils must be alert to signs of bullying and act promptly and firmly against it in accordance with this Policy.

## **IMPLEMENTATION**

The following steps may be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with as soon as possible by the member of staff who has been approached;
- If this member of staff is not the pupil's class teacher, they will promptly inform the class teacher;
- A clear account of the incident, the action taken and the outcome will be recorded in the class incident book and the incident will be reported to the Headteacher;
- If appropriate, the class teacher will interview all concerned and will record the incident;
- The class teacher will promptly thereafter inform the Headteacher;
- If the allegations have been directly reported to the Headteacher, the Headteacher will keep the class teacher informed of all incidents;
- Other staff will be informed, if it is considered appropriate;
- Parents will be informed at the discretion of the most senior member of staff who is managing the incident;
- Police or other outside agencies (such as Social Services) may be contacted by the Headteacher for advice where appropriate; and
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

Parents and carers who wish to raise concerns regards bullying in school should follow the protocol set out in Cheriton Primary's Complaints Policy. Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should first contact their child's class teacher.

Pupils who have been bullied, or who encounter bullying, will be supported by:

- Being offered an opportunity to discuss the experience with a member of staff;
- Reassuring the pupil;
- Offering continuous support by staff or a group of pupils, (circle of friends);
- Restoring self-esteem and confidence; and
- Children who have been bullied will be interviewed two (2) weeks after the event to ensure that the bullying has been dealt with effectively.

Pupils who have bullied will be helped by:

- Discussing what happened;
- Discovering why the pupil became involved;
- Establishing the wrong-doing and need to change;
- At the discretion of the Headteacher, parents or guardians may be informed to help to change the attitude of the pupil; and
- After they have been interviewed independently, if it is deemed to be appropriate, both children will be brought together by the member of staff who has dealt with the incident to facilitate reconciliation.

The following disciplinary steps can be taken in addition to those outlined in Cheriton Primary's Policy on Behaviour and Discipline:

- Official warnings to cease offending;
- Exclusion from certain areas of Cheriton Primary's premises;
- Minor fixed term exclusion;
- Major fixed term exclusion; and
- Permanent exclusion.

## **PREVENTION**

At Cheriton School, we promote an anti-bullying culture. To facilitate this we carry out the following activities in Cheriton Primary with the children:

- Each year, during the first half of the autumn term, in an appropriate assembly, pupils will be reminded of the procedure they should follow if they encounter, or are the victims of bullying;
- Cheriton Primary takes part annually in '*anti bullying week*';
- We use our PSHE programme and associated anti-bullying work, e.g. social and emotional aspects of learning or "**SEAL**": Including Primary SEAL: Say "*No*" to bullying booklets/ pictures and posters.

We also use the following methods, as and when appropriate:

- writing a set of school rules;

- signing a behaviour contract;
- writing stories or poems or drawing pictures about bullying;
- reading stories about bullying or having them read to a class or assembly;
- making up role-plays (or using KIDSCAPE role-plays);
- having discussions about bullying and why it matters; and
- circle of friends.

## **STAFF SUPPORT AND TRAINING**

Our anti bullying policy is part of our staff induction pack. In addition all teaching staff have access to continued professional development opportunities (“**CPD**”) and regularly discuss anti bullying issues in staff meetings, in addition they may attend SEAL training. We have an emotional literacy support assistant (“**ELSA**”). We also follow the Anti-bullying guidance for Schools (National Healthy Schools Programme) <http://www3.hants.gov.uk/education/hias/healthyschools/whatisahealthyschool.htm>.

Cheriton School is committed to ensuring that bullying of staff by children, parents or other staff is not tolerated. Staff will report any incidents to the Headteacher or the Chair of Governors, and appropriate action will be taken.

## **ASSESSMENT, MONITORING, EVALUATION AND REVIEW**

Cheriton Primary regularly carries out surveys, questionnaires etc on bullying, We also use the personal social and health education (“**PSHE**”) end of unit and key stage statements to monitor and evaluate our anti bullying work and policy. Cheriton Primary school council carry out a number of activities during each school year to promote well being.

The Governors will review this policy bi-annually. A Governor has been appointed with specific responsibility for overseeing the implementation of this policy. It will be promoted and implemented throughout Cheriton Primary.

## **HELP ORGANISATIONS**

Advisory Centre for Education (ACE)	0300 011 5142	<a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>
Monday to Wednesday 10 am to 1 pm term time only		

Kidscape Parents Helpline	0845 120 5204	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
(Monday and Tuesday 10 am to 4 pm only)		

Family Lives	0808 800 2222	<a href="http://www.familylives.org.uk">www.familylives.org.uk</a>
24 hours with out of hours referral to Samaritans		

Childline	0800 1111	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
24 hours		

Cybermentors		<a href="http://www.cybermentors.org.uk">www.cybermentors.org.uk</a>
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NSPCC	0808 800 5000	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
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24 hours

Young Minds

0808 802 5544

[www.youngminds.org.uk](http://www.youngminds.org.uk)

Parent's Helpline Monday to Friday 9.30 am to 4.00 pm

Related Policies	Pupil Behaviour & Discipline, Child Protection, Confidentiality and Intimate Care
Approved by the Full Governing Body	November 2020
Reviewed by	EM
Last Reviewed	September 2020
Date for review	May 2023