

## **CHALTON LOWER SCHOOL**

### **ANTI-BULLYING POLICY**

At Chalton Lower school we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour. It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

#### **What is Bullying?**

Bullying can be described as being a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can occur through several types of anti-social behaviour. It can be:

1. Physical: A child can be physically punched, kicked, hit, spat at, etc.
2. Verbal: This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
3. Exclusion: A child can be bullied simply by being excluded from discussions/activities.
4. Damage to Property or Theft: Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.
5. On line: Cyberbullying is the use of digital technologies with intent to offend, humiliate, threaten, harass or abuse somebody.

#### **What Can Children Do If They Are Being Bullied?**

Each term or when incidents occur, class teachers will discuss bullying and reinforce the following strategies:

1. Remember that your silence is the bully's greatest weapon.
2. Tell yourself that you do not deserve to be bullied and that it is wrong.
3. Be proud of who you are. It is good to be individual.
4. Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
5. Stay with a group of friends/people. There is safety in numbers.
6. Be assertive – shout "No!". Walk confidently away. Go straight to a teacher or member of staff.
7. Fighting back may make things worse.
8. Generally it is best to tell an adult you trust straight away. You will get immediate support.
9. Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

#### **What do you do if You Know Someone Is Being Bullied?**

1. Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.

2. If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
3. Do not be, or pretend to be, friends with a bully.

### **Strategies For Dealing With Bullying**

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

If bullying is suspected we will:

1. Talk to the suspected victim, and any witnesses.
2. Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at Chalton.
3. If the bully owns up then sanctions procedures outlined in the Behaviour Policy will be followed.
4. If the suspected bully does not own up, investigate further.
5. Continue monitoring the situation to ensure no repetition.
6. Incidents of bullying are recorded as such in the School Incident Log and reported to the Headteacher.
7. Disciplinary steps may be taken if the bullying persists: -
  - Official warnings to cease offending
  - Withdrawal of privileges
  - Minor fixed term exclusion
  - Major fixed term exclusion
  - Permanent exclusion

### **Pupils who have been bullied will be supported by: -**

- Offering an immediate opportunity to discuss the experience with their class teacher or a member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence.

### **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
- Informing parents or guardians to help change the attitude of the pupil.

## **Role Of Parents**

Parents have an important part to play in our anti-bullying policy. We ask parents to:

1. Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
2. Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
3. If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
4. If a child has bullied your child, please do not approach that child on the playground or involve an older child to deal with the bully. Please inform school immediately.
5. It is important that you advise your child not to fight back. It can make matters worse!
6. Tell your child that it is not their fault that they are being bullied.
7. Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
8. If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.
9. Support the school's anti-bullying programme if their child consistently bullies

## **Prevention of Bullying**

The issue of bullying will be raised during circle time, through discussion, games and role-play. We aim to raise and maintain high levels of self-esteem throughout the school, low self-esteem often being related to bullying. We aim to positively manage behaviour through praise and encouragement.

## **Curriculum**

Awareness of bullying will be included within the PSHE curriculum. Teachers will include awareness of bullying in their long and medium term planning and will include comment on such in their weekly evaluations. Pupils will be given opportunities to talk about bullying-in-general during PSHE lessons. The school will take part in the national Anti-Bullying week during November

## **Supervision of Areas That May Harbour Bullying**

All staff are aware that there are certain areas of the school that may facilitate bullying e.g. toilets, hidden corners of playground. These areas may be identified by discussion with pupils or role-play with the pupil or by adult observation. All staff are particularly careful to supervise such areas.

## **Specific Responsibilities**

Teachers will raise awareness of bullying through circle time and PSHE lessons. If any concerns are raised about specific pupils teachers will ensure that all adults involved with that pupil are aware of the concerns and are given opportunities to contribute to discussion.

Playtime and Midday supervisors will supervise all areas. The supervisors should encourage pupils to play and should teach and lead games.

The Headteacher will monitor all written reports of concerns of bullying and will consult with staff regarding the concerns. The Headteacher will raise awareness of bullying through school assemblies, promotion of Anti-Bullying Week and through delivery of PSHE materials.

Dated: November 2019

To be reviewed: November 2022

Chair of Governors.....