



# Chalton Lower School

## Anti-Bullying Policy

Document Control		
Edition	Issued	Changes from previous
1	01/11/21	No changes.
2	01/11/24	Updated policy cover, addition of recording incidents of bullying on CPOMS.

Policies/Documents referred to in this policy	Postholders/Persons named in this policy
Behaviour Management Policy	Headteacher School Staff

Author: N Bill  
Approved By: Governing Body

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### **Statement of Intent**

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 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:

- Physical: A child can be physically punched, kicked, hit, spat at, etc.
- Verbal: This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- Exclusion: A child can be bullied by being excluded by their peers on a regular basis from discussions/activities.
- 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.
- Online: 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?**

In assemblies, through PSHE/PSED lessons and when incidents occur, class teachers will discuss bullying and reinforce the following strategies:

- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be an individual.
- Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive - shout 'No!'. Walk confidently away. Go straight to a teacher or member of staff.
- Fighting back may make things worse.
- Generally it is best to tell an adult you trust straight away. You will get immediate support.
- 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?**

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. If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.

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 decide to bully. If bullying is suspected school staff will:

- Talk to the suspected victim, and any witnesses.
- Identify the bully and talk about what has happened, to discover why they became involved. School staff will make it clear that bullying is not tolerated at Chalton.
- If the bully owns up, then the sanctions outlined in the schools Behaviour Policy will be followed.
- If the suspected bully does not own up, investigate further.
- Continue monitoring the situation to ensure no repetition.

All incidents of bullying are recorded on CPOMS and are reported to the headteacher.

Disciplinary steps such as those below may be taken if the bullying persists:

- Official warnings to cease offending.
- Withdrawal of privileges such as loss of playtime.
- Suspension or permanent exclusion from school.

**Pupils who have been bullied will be supported in school 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.
- Taking part in Lego Therapy intervention group.
- Restoring their self-esteem and confidence.
- Working with the parents to offer support strategies at home.

**Pupils who have bullied will be helped by:**

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrongdoing and the need to change.
- Informing parents to help change the attitude of the pupil.

**Role of Parents/Carers**

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

- 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.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform the school immediately. Your complaint will be taken seriously, and appropriate action will follow.
- 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 the school immediately.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask an adult in school for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform the school. The matter will be dealt with appropriately.
- Support the school's anti-bullying programme if their child has bullied others.

**Prevention of Bullying**

The issue of bullying will be raised during circle time sessions, through assemblies and discussion, through 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/PSED curriculum. Teachers will include awareness of bullying in their long and medium term planning. Pupils will be given opportunities to talk about bullying-in-general during PSHE/PSED lessons. The school will take part in the national Anti-Bullying week during November each year.

### **Supervision of Areas In School 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 the 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/PSED 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 of the playground. The supervisors should encourage the pupils to play kindly and should teach and lead games.

All staff should log their concerns regarding bullying on CPOMS. The headteacher will monitor all written reports or 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/PSED materials.

### **Monitoring and Review**

This policy will be reviewed by the headteacher and governing body on a regular basis. They will make any necessary changes and communicate these to all members of staff and relevant stakeholders.