



**Carlisle & Hampton Hill Federation**



## **ANTI-BULLYING POLICY**

This policy was reviewed:	Summer 2021
This policy was ratified by Full Governing Body (if applicable):	N/A
This policy will be reviewed again:	Summer 2022
Governor committee responsibility:	Headteachers (A&F Informed)
Statutory Policy?:	Yes

## **ANTI BULLYING POLICY**

We are committed to providing a caring, friendly and safe environment for all our children to enable them to learn in a positive and secure setting. We believe that bullying behaviour is totally unacceptable and will not be tolerated. We will take prompt action to deal with incidents. This policy should be read in line with the school's Behaviour Policy.

### **AIMS**

- Every child to feel safe and secure to learn and develop in a relaxed atmosphere.
- Every child to be treated fairly and with respect.
- All staff to listen carefully to what children are telling us and take appropriate and prompt action.
- To ensure parents/carers know who to approach if they are worried their child is being bullied.

### **WHAT IS BULLYING?**

*'The repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace'*

#### **The Anti-Bullying Association**

Physical – pushing, hitting, kicking, pinching, spitting, any use of violence, taking belongings.

Verbal – name-calling, spreading rumours, teasing, sarcasm.

Emotional – excluding, tormenting, racial remarks, gestures.

Children's understanding of bullying behaviour varies with age. Young children may confuse it with fighting or nasty experiences generally making it difficult to identify actual bullying.

Bullying is not the occasional falling out with friends, the occasional name-calling or argument.

### **ROLE OF STAFF**

The first point of contact is usually the class teacher, however, whichever member of staff has been approached will:

- Always listen.
- Keep an open mind.
- Recognise the parents/carers may be angry/upset.
- Make it clear that appropriate action will be taken immediately (including informing the Year Group Leader, the Head /Deputy Headteacher or a member of the leadership team-who may then take a lead role in the response).

### **Supporting pupils**

- All children are reminded and encouraged to tell a member of staff if they have any concerns in regard to bullying.
- They are encouraged to share feelings during class circle times and at any other opportunity as required.
- They are given support to develop friendships and resolve difficulties.

### **Dealing with incidents of bullying**

If a child has bullied another pupil they will be made aware of the seriousness of their actions and possible consequences. They will be closely monitored by the class teacher, teaching assistants and Lunchtime Leaders. Parents/carers will be informed and invited to discuss the situation to seek solutions.

### **STRATEGIES TO PREVENT BULLYING BEHAVIOUR**

- Raising children's awareness through the curriculum (e.g PSHE), events such as Anti Bullying Week, drama/ role play, story writing, social stories, assemblies etc.
- Listening carefully to children and providing opportunities (e.g. Circle Time) for them to express their views.
- Working closely with parents/carers, victims and perpetrators.
- Ensuring children know what to do and who to talk to when they need help.
- Raising staff awareness about signs of bullying behaviour to look out for.
- Closely monitor situations to ensure bullying behaviour has ceased.
- Recording incidents and actions in formats such as termly LA racist incident returns.

### **MONITORING AND EVALUATION OF THE POLICY**

The Headteacher and Senior Leadership Team monitor the effectiveness of this policy. The school keeps records of incidents of bullying behaviour. Staff talk with children during Circle Time and other shared opportunities and Playground observations are carried out on a daily basis by staff to inform this process.