



# Anti-Bullying Policy

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## Key Document Details

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## Anti-Bullying Policy

This Policy should be read in conjunction with the Policies for IT and Online Safety, Behaviour and Safeguarding Policies

What is bullying?

- **it is deliberately hurtful behaviour**
- **it is repeated often over a period of time**

Bullying can take many forms, but several main types are:

- **physical – hitting, kicking, taking belongings**
- **verbal – name-calling, insulting, racist remarks**
- **indirect – spreading nasty stories about someone, excluding someone from social groups**
- **peer on peer abuse**

All adults and children in the school community must continue to strive to identify bullying in all forms and to be constantly vigilant. Children must always be made aware of adults they can turn to for help and they must be encouraged to voice their fears and share their knowledge with a sympathetic adult.

Anti-bullying strategies will be taught through PSHE and assembly themes. Pupils will be taught about ways to avoid being victims as well as the consequences of being a bully.

If any member of staff suspects that there may be a problem concerning pupil behaviour they should investigate the situation straight away. This should be done quietly and calmly. A report should be made using CPOMs so that all adults will be informed.

If it is not an isolated incident, parents of both bully and bullied will be informed. Support will be put in place by the school through the ELSA programme for both the bully and victim.

The school behaviour policy must be used to support the anti-bullying behaviour policy. Emphasis must always be placed on encouraging positive aspects of children's behaviour. Adults are to offer the appropriate rewards and sanctions for behaviour and to refer incidents of concern to the class teacher or member of the leadership team.

In extreme circumstances exclusion may be considered.

### Playtimes/Lunchtimes

Teachers, Supervisors and TAs have a key role to play in combating bullying, managing children's behaviour and increasing purposeful play.

Supervising adults and Play Leaders will be available to provide support for individuals or groups of children who may need guidance with playing appropriate, inclusive games. Play leaders are selected from upper school and receive training to lead small, traditional games.