



Chess Valley
Primary
Learning
Trust



ANTI-BULLYING POLICY

Little Chalfont Primary School

Ready. Respectful. Resilient.

Objective

Little Chalfont Primary School (LCPS) is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school, we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult. Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff. Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the headteacher or anti-bullying lead. A clear account of the incident will be recorded. All staff will be informed so that close monitoring of the victim and bully can begin. Parents/carers of both parties will be informed.

Responsibilities

The Behaviour Governor is responsible for holding the headteacher and anti-bullying lead to account regarding the policy and process around incidents of bullying. They should ensure systems are robust and that lessons are learned and the process is refined and reviewed regularly.

The Headteacher is responsible for the design and implementation of this policy, ensuring the anti-bullying lead and the systems in school are applied consistently.

The Anti-Bullying Lead is responsible for the management of the school system and ensuring that all incidents are dealt with correctly. They may investigate, report and record incidents.

SENDCO is responsible for liaising with the headteacher and anti-bullying lead to ensure the most vulnerable children are monitored to ensure they are not at greater risk to bullying.

All **staff members** are responsible for being vigilant and aware of the needs of the children in school. They will know the systems in place for reporting and responding to bullying, ensuring they work closely with the anti-bullying lead to resolve any incidents they are connected with.

Pupils are responsible for treating each other with respect and empathy. When incidents arise, they are expected to report their concerns to a member of staff.

Parents/carers are expected to raise concerns with the school, if they know of incidents or are concerned about changes in their child's behaviour.

Definition of Bullying

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can be verbal, physical or psychological. It can happen face to face or online"

Types of bullying

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

Prevention

Prevention is most effective when all members of the community understand what bullying is, the impact it has and how we can make a positive contribution to our communities. We work together in the following ways to ensure our community is informed and supportive:

- Engage all stakeholders (children, staff, parents/carers and governors) in the formation of this policy and the whole-school approach to bullying
- Establish respect as part of our core values: Ready. Respectful. Resilient.
- Foster a culture of safeguarding with regular training, clear messages and systems shared with all stakeholders
- Build excellent examples of empathy into our curriculum as one of our core curriculum values: Courage. Empathy. Integrity.
- Implement a behaviour policy that recognises success and the right choices while providing opportunities for reflection when we make mistakes
- Use value and Votes for Schools assemblies each week to understand and celebrate differences, develop self-esteem and knowledge about healthy relationships
- Develop a safe and happy environment built upon positive relationships and recognition of success in a range of formats and areas

- Study Jigsaw schemes of work developing an understanding about ourselves and the communities we live in
- Ensure children know who they can talk to in school and how they can report any concerns
- Assign, train and support peer mentors from Year 5 and Year 6 to help their peers and younger children to resolve any issues
- Assign children as play leaders and librarians to provide peer support and positive role models for other children
- Celebrate Anti-Bullying Week annually sharing the national messages and reinforcing the systems in school
- Train support staff to engage with children in the playground and promote positive play
- Provide ELSA sessions for members of our community who need support
- Train all staff on what bullying is and how we deal with it in school
- Engage with all stakeholders, ensuring parents/carers, pupils, governors and staff contribute to the design of the anti-bullying policy and whole-school approach

Reporting

At LCPS our staff build positive relationships with pupils to enable them to feel confident sharing any concerns when they arise. Pupils are taught that their voice matters and will be listened to. Pupils are encouraged to report bullying by:

- Speaking to their class teacher or learning support assistant
- Telling another trusted adult who is a member of staff
- Talking to their parents/carers who will contact school
- Confide in a friend or peer mentor who can inform a member of staff

When staff members are alerted to possible bullying incidents, they must log the details on CPOMs for the attention of Mr Hacking, the anti-bullying lead.

Responding

When an incident occurs, the following steps will be taken:

- Staff will alert the anti-bullying lead and headteacher/DSL using CPOMs.
- The victim will be spoken to and reassured that the concerns were being taken seriously. The aggressor and other witnesses may also be spoken to ensuring as much information was gathered as possible
- The anti-bullying lead / headteacher will sanction actions in line with the Behaviour Policy
- Restorative conversations will be held with all involved to ensure the incident is resolved
- Appropriate support/actions will be put in place to support the victim and aggressor

- All relevant staff members will be informed of the event and the outcomes to be actioned
- Parents/carers of all involved will be notified of the incident and the actions/support taken
- The anti-bullying lead / headteacher will continue to monitor the pupils involved and ensure the situation has settled
- CPOMs will be updated with the outcomes of each event and reflections will be considered by the anti-bullying lead and headteacher
- Timescales will be as short as possible but will vary depending on the seriousness of the allegation, the number of children involved and the complexity of clarifying what happened

Incidents Away from School

LCPS will investigate any allegations that occur outside of the school premises involving pupils from the school when children are:

- Wearing school uniform
- Travelling to and from school
- On school trips and external visits
- Behaving in a way that impacts pupils or members of the public
- Behaviour brings the schools' reputation into disrepute

Where appropriate, incidents will be reported to the headteacher / DSL, PCSO and the police.

Monitor & Review

All incidents of bullying are recorded on CPOMs and the anti-bullying lead will review incidents on a regular basis with the headteacher.

The effectiveness of systems will be reviewed annually by the headteacher and anti-bullying lead as well as the School Council as part of Anti-Bullying Week.

Parent/carer views will be consulted through the Parent/Carer Forum and annual parent/carer surveys.

This policy will be reviewed annually. It has been written in accordance with other areas of school policy including: behaviour policy, attendance policy, SEND policy, Child Protection policy, Diversity and Inclusion policy.