



Cavendish Close  
Infant and Nursery School

# Anti- Bullying Policy

**Written November  
2021**

**Review November  
2022**

## Contents

1. Statement of Intent.
2. Why do we need an Anti- Bullying Policy?
3. What is Bullying?
4. Some Warning signs that bullying may be taking place.
5. Some reasons why people bully.
6. How to get help.
7. Anti-Bullying procedures.
8. Anti-Bullying strategies.
9. Anti-Bullying advice to Parents/ Carers.
10. Useful Links and Supporting Organisations.

## 1. Statement of intent

The aim of the anti-bullying policy is to ensure that children learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable. We are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively.

**This Policy will be reviewed annually by our Personal Development Leader and will be implemented throughout the school.**

Signed by:

\_\_\_\_\_ Headteacher                      Date: \_\_\_\_\_  
\_\_\_\_\_ Chair of governors              Date: \_\_\_\_\_

## 2. Why do we need an Anti-Bullying Policy?

Persistent bullying can severely inhibit a child's ability to learn effectively. The negative effects bullying can have an impact on a person for their entire life. Our school wishes to promote a secure and happy environment free from any type of bullying behaviour. Therefore this policy promotes practices within the school to reinforce our vision and values.

## 3. What is Bullying?

Bullying is behaviour by an individual or group, **repeated over time**, that intentionally hurts another individual or group either physically or emotionally. It is often motivated by prejudice against particular groups, and can take many forms such as;

- **Physical bullying** which can include kicking, hitting, pushing and taking away belongings;
- **Verbal bullying** which includes name calling, mocking and making offensive comments;

- **Emotional bullying** which includes isolating an individual or spreading rumours about them;
- **Cyber-bullying** where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media;
- **Racist bullying** occurs when bullying is motivated by racial, ethnic or cultural prejudice;
- **Sexual bullying** is where someone makes unwanted physical contact or makes sexually abusive comments;
- **Homophobic and biphobic bullying** occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people;
- **Transphobic bullying** occurs when bullying is motivated by a prejudice against people who identify as trans;
- **Disablist bullying** occurs when bullying is motivated by a prejudice against people with any form of disability;
- **Sexist bullying** occurs when bullying is motivated by a prejudice against someone because of their gender.

#### **4. Some warning signs that a child may be being bullied.**

- Unexplainable injuries
- Lost or destroyed clothing, books, electronics, or jewellery
- Frequent headaches or stomach aches, feeling sick or faking illness
- Changes in eating habits, like suddenly skipping meals or binge eating, children may come home from school hungry because they did not eat lunch
- Difficulty sleeping or frequent nightmares
- Loss of interest in schoolwork, or not wanting to go to school
- Sudden loss of friends or avoidance of social situations
- Feelings of helplessness or decreased self esteem
- Self-destructive behaviours such as running away from home or harming themselves

#### **5. Some reasons why people may bully.**

- Get into physical or verbal fights
- Have friends who bully others (learned behaviour)
- Are increasingly aggressive
- Have unexplained new belongings

- Blame others for their problems
- Don't accept responsibility for their actions
- Are competitive and worry about their reputation or popularity
- Are seen alone a lot
- Difficulties at home
- Unhappiness

## **6. How to get help.**

Who can our children talk to if they have any concerns about bullying?

- Parents/ carers
- Teachers
- Lunchtime supervisors
- Friends
- Family members

## **7. Anti-Bullying Procedures.**

It is made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly

Staff Responsibilities

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to SLT or safeguarding team as appropriate
- To record any incidents/ information on CPOMS
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To implement appropriate procedures for a member of staff
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour through 'Time for Us', 'Together Time' and our schools 8 behaviour values

## **Our 8 Behaviour Values:**

- We show respect to everyone.
- We choose kindness.
- We remember to use good manners.
- We do what adults ask us to do.
- We show respect to everything.

- We know how to feel calm and ready to learn.
- We make safe, healthy and happy choices.
- We are **Attendance HEROs** (*Here Every day Ready On time*).

## **8. Anti-Bullying Strategies.**

Regular promotion of anti-bullying in class and assemblies.

Use of CCTV within the school grounds to help with the prevention of bullying.

A duty rota for staff so they patrol key areas before school and after school

Annual questionnaires to research children's views on how safe they feel in school

Self-esteem and circle time work ongoing in school

RHE (KS1) and PSED (EYFS) lessons on anti-bullying

Strong relationships between all school staff and children so that children feel comfortable in reporting any issues

Information talks from the School Police Liaison Officer CEOP

Training for staff (Child exploitation online protection)

Information leaflet for children and parents about Anti-Bullying and E-Safety

## **9. Anti-Bullying advice for Parents/Carers.**

- TALK to your child on a regular basis, so any problem is easier to share
- LISTEN to what they say
- ENCOURAGE your child to feel good about themselves, realising that we are all different and equally important
- If you believe your child is being bullied, or is a bully, talk to school staff and explore the options. **DON'T STAY SILENT**
- If your child is a victim assure them that it is not their fault and that you are going to do something to help
- TRY to be co-operative with our school and not be aggressive. Without a good working relationship between parents and the school the situation could deteriorate, which won't help you or them
- ALWAYS remember that children can't solve bullying on their own. They NEED the support of parents/carers and our school

## 10. Useful Links and Supporting Organisations.

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)

SEND

- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)

Cyberbullying

- Childnet: [www.childnet.com](http://www.childnet.com)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

- DfE 'Advice for parents and carers on cyberbullying':

[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)