



Cavendish Close
Infant and Nursery School

Anti- Bullying Policy

Next Review November 2025

This policy was approved in November 2024

Policy Reviewed January 2023.....No Changes

Policy Reviewed November 2023.....No Changes

Policy Reviewed November 2024.....Changes as follow;

- Odd socks day added to Anti-bullying strategies
- 'Information leaflet for children and parents about Anti-Bullying and E-Safety' changed to 'Information shared with parents through termly personal development newsletters and E safety newsletters'

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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 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.

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

Persistent bullying can severely inhibit a child's ability to learn effectively and cause emotional harm. The negative effects of 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 can be 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 or harming themselves

5. Some reasons why people may bully.

- They may have family or friends who bully others (learned behaviour)
- They may blame others for their problems
- They may not accept responsibility for their actions
- They may be competitive and worry about their reputation or popularity
- They may have no friends and be unpopular
- They may have difficulties at home
- They may be unhappy
- They may have social or emotional needs

6. How to get help.

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

- Parents/ carers
- Teachers/ Teaching Assistants
- Lunchtime supervisors

- Friends
- Family members

Parents and staff can refer any bullying concerns to the class teacher or our school safeguarding team.

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

Any incidents of bullying will be dealt with in line with our school behaviour policy

- 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 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:



8. Anti-Bullying Strategies.

Regular promotion of anti-bullying in class and assemblies.

Use of CCTV around the school building to help with the prevention of bullying.

Staff are present in 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

Online training for staff by Educare 'Preventing Bullying'

Engagement with Anti-Bullying week in November (including odd socks day, embracing differences) and E safety Day in February

Information shared with parents through termly personal development newsletters and E safety newsletters

Our safeguarding champions are available to support any children that may have experienced bullying or may be vulnerable

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
- UNDERSTAND what bullying is and isn't
- 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
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk

- NSPCC: www.nspcc.org.uk

- Young Minds: www.youngminds.org.uk

SEND

- Mencap: www.mencap.org.uk

Cyberbullying

- Childnet: www.childnet.com

- Think U Know: www.thinkuknow.co.uk

- UK Safer Internet Centre: www.saferinternet.org.uk

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

www.gov.uk/government/publications/preventing-and-tackling-bullying

- DFE Advice for schools on preventing and tackling bullying.