
Anti-bullying Policy

Date of policy:	May 2010
Date last review adopted by governing body:	7th December 2023
Frequency of review:	Annual

1. Our school's values and beliefs

- All pupils and staff have the right to feel happy, safe and included.
- Pupils and staff have the right to work in an environment without harassment, intimidation or fear.
- All bullying, of any sort, is therefore unacceptable.
- Pupils and staff who experience bullying will be supported.
- We recognise the effects that bullying can have on pupils feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment
- We take into account our Child Protection policy/ Prevent duty when dealing with any relevant cases.
- We use the Essex STEPS approach to behaviour when dealing with issues of bullying.
- Our PSHE curriculum which incorporates the new statutory guidance addresses bullying. Please see our PSHE policy for more information.

2. What is bullying?

Bullying is defined as deliberately hurtful behaviour, **repeated over a period of time**, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical (e.g. hitting, kicking, taking belongings);
- Verbal (e.g. name calling, insulting);
- Indirect (e.g. spreading rumours, excluding others from social groups).

3. Preventative steps

- Within the curriculum the school will raise awareness of the nature of bullying through the PSHE curriculum, class discussions, assemblies, school and council meetings and information for parents and pupils.
- The values of the school will be displayed throughout the school and children referred to them at regular intervals.
- Within the curriculum and the broader school curriculum, children will be given opportunities to build confidence and self-esteem.
- A copy of the policy is available on our website and discussed with parents when appropriate.
- Children who are bullied often show changes of behaviour, such as withdrawn and nervous, feigning illness, taking unusual absences or clinging to adults.
- All staff should be alert to bullying and act in accordance with school policy.

4. Responding to incidents when they occur

- Pupils who are experiencing bullying should tell a member of staff.
- Pupils who see others being bullied should also tell a member of staff.

- Members of staff who receive reports that a pupil has been bullied should report this to the Head of School.
- Parents will be informed if necessary.
- Reports of bullying will be monitored by the Head of School and reported using CPOMS.
- All reports will be taken seriously and will be followed up by the class teacher and Head of School.
- We will provide support to pupils who are bullied.
- We will work with pupils to address their bullying behaviour.
- Any bullying towards a member of staff should be reported to the Head of School and/or the governors.
- All incidents of bullying will be logged using CPOMS. The Chair of Governors monitors the dashboard each term.
- Any incidents of bullying are discussed with the governors at full governing body meetings.

5. Looked After and Previously Looked After Children

It is recognised that Looked After and Previously Looked After Children can be at greater risk of experiencing bullying. In our school we ask staff who work with our LAC and PLAC children to use pupil voice and extra vigilance to be alerted to any issues. Our procedures will apply and we will also involve foster carers/social care and other agencies as relevant.

6. Prevent

Please refer to our Prevent policy.

7. Cyber-bullying

This policy should be read in conjunction with our Internet Use / E-Safety policy. Any incidents of cyber-bullying will be treated in the same way as other incidents of bullying. E-mails or messages that are of a bullying nature should not be deleted.

8. Role of Governors

Governors determine, support, monitor and review the school policies.

9. Monitoring and evaluation

The school will review this policy annually and assess its implementation and effectiveness.

10. Equality statement

The governors and staff are committed to providing the full range of opportunities for all pupils regardless of gender, disability, and ethnicity, social, cultural or religious background. All pupils have access to the curriculum and the right to a learning environment which dispels ignorance, prejudice or stereotyping.