

This policy was created by the School Council after consultation with all pupils, staff and governors.

At Cholsey School, every person has the right to be themselves, to be included and to learn in a caring, safe and happy environment. Everyone at our school is equal and treats each another with respect and kindness.

Aims and purpose of the policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At Cholsey School the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidents of bullying seriously and it is our duty as a whole school community, to take measures to prevent and tackle any bullying, harassment or discrimination. Our CARE values promote respect and equality, and we work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. We would like our pupils to promote these values in society, when they enter secondary school and beyond in the world of work or further study. We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures, as recorded in our **Positive Behaviour Policy**.

Following a successful trial in 2021-22, we will continue to use Kiva, a Finnish anti-bullying programme, which heightens awareness of what bullying is and how children and staff can manage it effectively.



1. Definition of bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The **STOP** acronym can be applied to define bullying – **Several Times On Purpose**.

The nature of bullying can be:

- Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- Attacking property – such as damaging, stealing or hiding someone's possessions
- Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- Psychological – such as deliberately excluding or ignoring people
- Cyber – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people

No form of bullying will be tolerated and all incidents will be taken seriously.

2. Reporting bullying

PUPILS WHO ARE BEING BULLIED:

If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher
- Tell a CARE Ambassador, who in turn can help them tell a teacher or staff
- Tell any other adult staff in school – such as lunchtime supervisors, Teaching Assistants or the School Office
- Tell an adult at home
- Call ChildLine to speak with someone in confidence on 0800 1111

STAFF:

All school staff, both teaching and non-teaching, have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher.

The following staff members are anti-bullying leads:

Heidi McSweeney
Rosie Eastwood
Karen Poole
Charleii Stanley

SENIOR STAFF:

The Senior Leadership Team and the headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

PARENTS AND CARERS:

Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the School Office

PUPILS:

Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

3. Responding to bullying:

When bullying has been reported, the following actions will be taken:

- Initial screening will take place to determine if the allegation of bullying meets the threshold.
- Staff will record the bullying on a KIVA incident reporting form and also record the incident centrally on CPOMS
- Designated school staff will monitor incident reports and information recorded on CPOMS analysing and evaluating the results
- the headteacher will report any incidents termly to the governing body
- Staff will offer support to the target of the bullying in discussion with the pupil's class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault.
- Staff will pro-actively respond to the bully, who may require support. They will discuss with the target's class teacher to devise a plan of action
- Staff will decide whether to inform parents or carers and where necessary involve them in any plans of action
- Staff will assess whether any other authorities need to be involved, particularly when actions take place outside of school

4. Bullying outside of school:

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Parents, carers and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Commented [HM1]:

5. Derogatory language:

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language on CPOMS and to inform parents or carers if appropriate.

6. Prejudice-based incidents:

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

7. School initiatives to prevent and tackle bullying:

We use a range of measures to prevent and tackle bullying including:

- The KIVA, child-friendly anti-bullying policy, displayed in classrooms, ensures all pupils understand and uphold the anti-bullying policy
- The KIVA programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent
- School assemblies help raise pupils' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images.
- The school CARE values are embedded across the curriculum to ensure that it is as inclusive as possible
- Stereotypes are challenged by staff and pupils across the school
- Restorative justice programmes provide support to targets of bullying and those who show bullying behaviour
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with the CARE Ambassadors and events such as National Anti-bullying Week.
- Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate



8. Training:

The headteacher is responsible for ensuring that all school staff, both teaching and non-teaching, receive training on all aspects of the anti-bullying policy.

9. Monitoring

The headteacher is responsible for reporting to the governing body on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as focus groups with pupils.