



Anti-Bullying Policy

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1 Rationale

It is a government requirement that all schools have an anti-bullying policy. Our anti-bullying policy explains the term bullying. It describes what it is and how it is dealt with at Callowell Primary School.

This Code should be read in conjunction with the relevant law and the Cotswold Beacon Academy Trust articles of association and agreed scheme of delegation.

2 Links to Other Policies

This policy should be read in conjunction with the Behaviour Policy, the Safeguarding Policy and the PSHE Policy.

3 Defining Bullying

Bullying has been defined as *“the **repetitive, intentional** hurting of one person or group by another person or group, where the relationship involves an **imbalance of power.**”* (Anti-Bullying Alliance and DFE 2014)

To help children with the above definition, as a school, we have adopted the acronym S.T.O.P (Several Times On Purpose).

4 Aims

Bullying is wrong and is a form of anti-social behaviour. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable and has no place at Callowell Primary School. This includes teaching children about what bullying is and how to prevent it, as part of the curriculum.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying and we make clear each person’s responsibilities regarding the eradication of bullying in our school.

5 Types of Bullying

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting.
- Physical: pushing, kicking, hitting, punching or any use of violence.
- Racist: racial taunts, graffiti, gestures. Racial minorities can be targets of bullying.
- Sexual: unwanted physical contact or sexually abusive comments, including on-line contact and sexting or encouraging a sexting response.

- Homophobic, lesbian, gay, or bi-sexual bullying because of, or focussing on, the issue of sexual orientation. Anti-gay or anti-lesbian language is unacceptable, and any gay, lesbian, or bi-sexual pupils will feel safe in Callowell Primary School. Any anti-gay or anti-lesbian language will be challenged, even if not directed at an individual.
- Transgender bullying: Transgender means someone whose gender differs from the one they were given when they were born. Transgender people may identify as male or female, or they may feel that neither label fits them. This might be something they are bullied for.
- Verbal name-calling, sarcasm, spreading rumours, teasing.
- Religious bullying related to religious beliefs (or lack of religious beliefs) and practices.
- Cultural bullying related to cultural beliefs and practices.
- Cyber bullying: All areas of internet, such as email & internet chat room misuse, Mobile threats by text messaging & calls, misuse of associated technology, i.e., camera & video facilities, including sexting and encouraging a sexting response.
- Bullying due to special educational needs and/or disabilities (SEND).
- Bullying related to appearance of health conditions.
- Bullying related to home circumstances e.g., children in care, children from same sex families.

6 What does Callowell Primary School do to Ensure Bullying is Low?

- Ensure that the supervision of children in our care is effective.
- Encourage positive play during breaks.
- Hold an annual Anti-Bullying week.
- Tackle bullying openly through direct teaching (the **Jigsaw** PSHE curriculum) and assemblies.
- Display Anti-Bullying information posters across the school, using the acronym S.T.O.P.
- Work closely with the local PCSO team who deliver workshops and assemblies.
- Provide year 6 Buddies to all reception pupils.
- Provide children with the opportunity to report concerns and express their feelings through a range of strategies that are employed across the school.
- Deal with any incident of bullying by talking to everyone involved, keeping written records, and informing parents.
- Provide alternative lunchtime activities for children who find the playground environment difficult.

7 Our procedure if Bullying is Reported

- All complaints will be taken seriously and listened to by all staff.
- Staff will record the account on our safeguarding system (CPOMS).
- Further investigation will be thorough and may involve a member from the senior leadership team.
- Written accounts will be taken prior to further discussion of the incident by the parties involved to confirm evidence of bullying.
- Action will be decided upon by the head teacher, together with the senior leadership team. The bullying behaviours or threats of bullying must always be investigated, and the bullying stopped as quickly as possible.
- Restorative justice and mediation are techniques that may be used following the investigation. If possible, the pupils will be reconciled.
- The victim of bullying will be provided with support if required.
- The bully will be offered help to change their behaviour.
- After the incident / incidents have been investigated, recorded and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- The head teacher or senior leadership team will be responsible for co-ordinating all the reported incidents and analysing any emerging patterns. They will then feedback to the staff any action points arising to implement for future provision.
- Consideration will be given to the safety of all parties involved.
- Bullying can be a criminal matter, involving e.g., offences of theft, criminal damage, assault or harassment or hate crime. Callowell Primary School may involve the police in such cases.
- Hate Crimes will be specifically identified and recorded as such in a Section 175 audit.

8 Hate Incident Reporting

If any incident of bullying is perceived by the victim, or any other person as being motivated by prejudice on the grounds of disability, race, religion/belief, sexual orientation, trans-identity, age, pregnancy, gender, marriage or civil partnership, the head teacher will record it as a Hate Incident' and report it in a section 175 audit, including the specific category.

9 The Role of Governors

The local governing board supports the head teacher in all attempts to eliminate bullying from our school. The governing board reviews the effectiveness of this policy regularly. The governors require the head teacher to keep accurate records of all incidents of bullying, and

to report to the governors on request about the effectiveness of school anti-bullying strategies.

10 The Role of Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the head teacher. If they remain dissatisfied, they should follow the school's complaints procedure. Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

11 The Role of Pupils

All pupils are told to "NEVER KEEP BULLYING A SECRET!" They are encouraged to report any bullying that they are experiencing, to someone that they trust, and if the bullying continues, they must keep on reporting it. There are strategies employed across the school for the child to use if they feel unable to verbalise their feelings. Children are educated about the fact that bullying is never acceptable.

12 Policy Review

This policy will be reviewed by November 2025.