



Elmley Castle C.E. First School

A Little Piece of Heaven on Earth

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Anti-Bullying Policy 2023

Approved by: The Full Governing Body

Date: March 2023

Last reviewed on: March 2021

Next review on: March 2024

Produced by Nadia Underwood

A Little Piece of Heaven on Earth

‘As a community we grow and flourish together. Through our core values, we seek a lifelong love of learning, pursuing wisdom and excellence so everyone achieves their best. We create opportunities to explore our own sense of spirituality and encourage all to live with thankful, forgiving hearts, respecting the preciousness of our world.’



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Our vision underpins our Anti-Bullying Policy. The children live through our values and are kind to each other. The children have the emotional literacy to challenge behaviour associated with bullying

Anti-Bullying Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

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 (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups).

School Aims

- To create an environment in which bullying is considered unacceptable.
- To act immediately and positively to all reports of bullying, aiming to ensure everyone is able to attend school in safety and free from abuse, oppression and humiliation.
- Everyone within the school community should be responsible for ensuring that education takes place in an atmosphere which is caring and protective.
- To encourage pupils to discuss all incidents with staff, friends and family.
- To encourage vigilance in everyone to detect bullying behaviour.
- To address the problem through education in the curriculum.
- To provide help and guidance for both victims and bullies.

School Procedures

- Children are taught to discuss problems, self-discipline, and assertiveness, and to be personally responsible for their behaviour.
- Positive rewards systems are used throughout the school, and if necessary appropriate sanctions such as the withdrawal of privileges are enforced.
- All staff are advised to listen carefully and to discuss and to reason with pupils. This can take place independently, in Circle Time, assemblies and through Protective Behaviours.
- Pupils support each other through Problem Solvers and the School Council.
- All reported, observed or suspected incidents will be treated seriously and dealt with promptly.



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- All incidents to be reported to the Headteacher and Class teacher via ancillary or teaching staff, and to involve parents when necessary. Relevant staff to monitor further developments – written records may be necessary.
- Pupils who have been bullied will be offered an immediate opportunity to discuss the experience with a member of staff who will reassure them and provide support to restore confidence.
- Pupils who have bullied will be helped by discussing what happened, establishing the wrong doing and the need to change. These will be recorded on a behaviour recovery sheet.
- Consequences will include official warnings to cease offending, isolation in class, loss of breaktimes, removal of privileges eg. Golden Time.
- Parents of bullies will be informed to help change attitude of the pupil. Advice from the Child Educational Psychologist or Pupil Referral Unit may be sought if necessary.
- Pupils may be put onto a Pastoral Support Plan if they continue to bully. In extreme cases temporary or permanent exclusion may be considered.
- Parents of victims will be informed of action taken.

☐ **Bullying and Special Educational Needs and Disabilities**

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- ☐ We recognise that children with Special Educational Needs and/or Disabilities may be more susceptible to bullying, that they may not recognise bullying behaviour, that they are being bullied, that their own behaviours may be seen by someone else as bullying, or that they are being provocative and therefore inflaming bullying situations.

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- ☐ It is acknowledged that some children and young people may have difficulty remembering things so it may be necessary to act very quickly while the child can remember what bullying took place. They may have specific difficulties telling people about bullying or reporting it; therefore, staff will need to provide extra support including the need for staff to carefully check the child's understanding of the situation.

A whole school approach to anti-bullying is the most effective way to ensure that all pupils' wellbeing is paramount and that the children understand what is expected of them and others in terms of their behaviour towards one another.

This policy will be promoted and implemented throughout the school by all staff. It will be monitored on an annual basis and will be reviewed every two years.