

Anti-bullying Policy

Statement of intent

At Chesterton Primary School, we believe that bullying is an anti-social behaviour that affects everyone. As a Gold UNICEF Rights Respecting School, we understand that all children have the right to be safe and protected from harm (UNCRC Article #2). We are committed to providing a caring, friendly and safe environment for all members of our school community so they can learn and work in a relaxed and secure environment without fear of being bullied. We actively promote a climate of co-operation and positive behaviour to reduce the number of incidents and likelihood of bullying occurring. This will enable our pupils and staff to reach their full potential.

Bullying of any kind is unacceptable and will not be tolerated. If bullying does occur, all pupils and staff should be confident to tell someone about it and know that all incidents will be dealt with promptly and effectively. We are a **telling** school. This means that **anyone** who knows that bullying is happening is expected to tell someone they trust.

Someone a child trusts may be:

- A parent/ carer or another member of the family
- A teacher or learning mentor
- A house captain
- A friend

Someone trustworthy may be:

- Good at listening
- Caring
- Responsible
- Helpful and supportive
- Understanding
- Calm

What informs our policy?

As a school community, alongside the pupils, staff and parents/ carers. We have agreed to the following commitments:

Our school community:

Listens - all pupils, parents and carers are listened to and influence strategies and approaches to prevent, report and respond to incidents of bullying.

Includes us all – all pupils, including those with special needs or disabilities, are included, valued and participate fully in all aspects of school life.

Respects – all school staff and pupils are role models to others within the school in how they treat others.

Challenges – all school staff and pupils challenge un-kind language towards others. This includes bullying behaviours towards members of staff.

Celebrates difference – difference is actively and visibly celebrated across the whole school.

Understands – all school staff, pupils, parents and carers understand what bullying is.

Believes – all pupils, and their parents and carers are acknowledged, believed and taken seriously when reporting incidents of bullying.

Reports bullying – all pupils within the school, their parents and carers understand how to report incidents of bullying.

Takes action – we respond quickly to all incidents of bullying. Pupils participate fully in decisions about them and help to make decisions about how we respond to bullying.

Has clear policies – our school anti-bullying policy reflects these principles.

This policy also takes due regard of the following documents:
Keeping Children Safe in Education (September 2025).
Preventing and Tackling Bullying, DfE (September 2017)
Equality Act 2010
Section 89 of the Education and Inspections Act 2006

Responsibilities

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- Local Academy Committee (LAC) to take the lead role in monitoring and reviewing this policy
- Local Academy Committee, the Executive Headteacher, Head of School, Senior Leaders, teachers and non-teaching staff to be aware of this policy and implement it accordingly
- The Executive Headteacher, Headteacher and Senior leadership Team to communicate the policy to the school community
- Pupils to abide by the policy
- The named contact for this policy is: Deputy Head (Inclusion)
- The Anti-Bullying lead in our school is: Deputy Head (Inclusion)

Definition

While there is no legal definition of bullying, it is often defined as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Wandsworth's Antibullying Strategy says that *"bullying is any behaviour, which is deliberately intended to hurt, intimidate, frighten, harm or exclude."* Our pupils believe that bullying is *"constantly doing something that someone doesn't like."*

Bullying can have a devastating impact on victims and families.

The five main types of bullying are:

- Physical (e.g. hitting, kicking, theft)
- Verbal (e.g. name calling, racist remarks, prejudice-based, sexualized comments)
- Non Verbal (e.g. intimidation through gesture, sending written threats)
- Indirect (e.g. spreading rumours, excluding someone from social groups, discriminatory bullying)
- Cyber-Bullying (online, mobile phone bullying and gaming)

It is important that pupils have a clear knowledge of what bullying is and how this is different from other forms of friendship disagreement. All incidents reported will be dealt with in a serious manner.

There are a range of reasons why some children may be more vulnerable to bullying which include:

- Religious or cultural reasons
- Gender – sexual, sexist, transphobic bullying
- Sexual orientation – homophobic language
- Disabilities and/ or special educational needs – see SEN/D policy
- Appearance or health conditions
- Home circumstances

Staff can also be the target of bullying by pupils, parents and other staff members. We recognise that preventing and tackling bullying is a whole school issue.

Cyber Bullying

Cyber bullying is when a person or a group of people uses the internet, mobile phones, online games or any other kind of digital technology to threaten, tease, upset or humiliate someone else. The school will help prepare pupils for the hazards of using technology while promoting learning and social opportunities. Cyber bullying is a form of bullying but because it happens online or on mobile devices it can happen 24 hours a day, seven days a week. Any issues of cyber bullying will be dealt with in line with the procedures outlined in the online safety policy.

Parents and carers should take additional care whilst supervising their children on devices and ensure that they are accessing age appropriate websites, games and apps to safeguard their children from being exposed to content and language that may be inappropriate, but also ensure they are able to tackle online concerns from the onset.

Curriculum

Our curriculum promotes co-operation and positive behaviour through:

- PSHCE lessons and bespoke PSHCE curriculum
- RE – particularly to address faith based bullying, Islamophobia and Anti-Semitism
- RSE to reduce sexual bullying and homophobic bullying and to address and challenge stereotypes
- Computing – to raise awareness and reduce incidents of cyberbullying and online safety (see online safety policy)
- Multifaith assemblies – to tackle prejudice, discrimination and challenge stereotypes
- Specific nurture groups

We also hold regular anti-bullying events and workshops throughout the school year.

Safeguarding children and young people

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm.' Where this is the case, all school staff will follow Chesterton Safeguarding procedures. (See Safeguarding Policy)

Criminal Law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour or communications could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. The Head of School will seek assistance from the police if an offence may have been committed.

Why is it important to respond to bullying?

- Bullying hurts
- No one deserves to be a target of bullying
- Everybody has the right to be treated with dignity and respect
- Pupils who are bullying need to learn different ways of behaving

'It is essential that all staff understand the importance of challenging inappropriate behaviours between peers, many of which are listed below, that are actually abusive in nature. Downplaying certain behaviours, for example dismissing sexual harassment as "just banter", "just having a laugh", "part of growing up" or "boys being boys" can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.' KCSIE 2024. We have a responsibility to respond promptly and effectively to issues of bullying. This includes any bullying behaviours towards members of staff by parents/ carers or by pupils themselves.

Signs and symptoms

A child *may* indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these **possible** signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the bus to/from school
- changes in their usual routine
- is unwilling to go to school (school phobic)

- begins to truant
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens to run away/ suicide
- cries themselves to sleep or has nightmares
- feels ill in the morning, or claims to feel ill
- begins to do poorly in school work/ change in attitude
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- is nervous or jumpy when a cyber message or text message is received.

Guidance for Pupils

If you believe you or someone else is a target of bullying, you must speak to a trusted adult as soon as possible. This person could be a parent/ carer, learning mentor, teacher, teaching assistant, Deputy Headteacher or the Head of School.

Guidance for Parents/ Carers

It is vital that parents/ carers and the school work together to ensure that all pupils are aware of the serious consequences of getting involved in anything that might be seen to be bullying. If parents believe their child is the victim of bullying, they can take the following steps:

- Find a quiet place where you won't be interrupted to speak to your child
- Tell them that you are worried about them
- Ask them if they are being bullied, and if they are to tell you about it
- If they tell you that they are being bullied, remember that it is not an easy thing to talk about or admit to
- Let them know that if they are being bullied they have a right to get help to stop it, and that you will help them yourself and support them in getting help from other organisations
- Be prepared to listen without judging, and be sensitive to your child's needs and fears
- Encourage and help your child to record and report any incident of bullying that they experience to you and a member of staff at school depending on where it's happening and who's doing the bullying
- Tell your child never to endanger him or herself by standing up to bullies in a situation where he/she is outnumbered
- Be prepared to ask your child's school to make a safety plan

Parents should contact the Head of School as soon as possible. A meeting can then be arranged with the Head of School, which may involve other relevant members of staff. If the incident falls in the holidays, Chesterton Primary School reserves the right to take action against bullying perpetrated outside the school which spills over into the school. For specific information on how to respond to cyber bullying, see online safety policy.

Statutory Duty of Schools and Shared Responsibility

The Head of School had a legal duty under the School Standards and Framework Act 1988 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Ultimately, it is the responsibility of us all to identify and respond to incidences of bullying and take steps to ensure the situation does not continue.

Procedures

The following steps may be taken by the school when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with as soon as possible by the member of staff who has been approached
- a clear account of the incident will be recorded and given to the anti-bullying lead. They will speak to all concerned and record the incident
- class teachers will be informed
- parents/carers will be kept informed

Pupils who have been bullied will be supported by:

- having an immediate chance to discuss the experience with their class teacher or the learning mentor
- reassuring the pupil
- setting up a safety plan (see appendix A)

- offering continuous support
- restoring self-esteem and confidence with the aid of the learning mentor
- referring to appropriate outside agencies if necessary (e.g. CAMHS)

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and the need to change
- informing parents or guardians to help change the attitude of the pupil
- working with the learning mentor to address issues of behaviour
- referring to appropriate outside agencies if necessary (ie CAMHS)

The following steps can be taken for **pupils** who have bullied dependent on the severity of the bullying:

- official written warnings to cease offending
- detention
- exclusion from certain areas of school premises / special events / clubs
- internal exclusion
- police may be involved as cyber-bullying and harassment can be criminal acts
- minor fixed term suspension
- major fixed term suspension
- permanent exclusion

Preventing, identifying and responding to bullying:

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Show our commitment to providing a caring, friendly and safe environment through anti-bullying commitments and UNICEF Rights Respecting work.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff at Chesterton Primary School to identify bullying and follow school policy and procedures on bullying. This includes lunchtime staff, learning mentors and outreach workers.
- Train all staff to ensure they follow their safeguarding responsibilities.
- Actively create "safe spaces" for vulnerable children and young people.
- Provide vulnerable pupils with 'circle of friend' groups and trusted adults.
- Provide spaces for pupils to enjoy safe, structured play during playtimes and lunchtimes.
- Enable opportunities for pupils to share their 'worries' through a confidential worry box/pouch. Serious concerns will be dealt with by the Designated Member of staff for Safeguarding. Worry boxes/pouches are available in each classroom, worries are dealt with by the class teacher and/ or passed on to the relevant member of staff.
- Monitor and supervise playgrounds before school, during breaktimes and lunchtimes with teaching assistants, teachers and members of the Senior Leadership Team.
- Promote other ways pupils can anonymously tell if bullying is happening to them or someone else, for example through Childline or CEOP:
<https://www.childline.org.uk/>
<https://www.ceop.police.uk/Safety-Centre/>

Involvement of pupils / students:

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Train house captains to promote positive behaviour within the school.

- Discuss issues with school council representatives to ensure pupils' voices can be heard across the school.
- Involve students in anti-bullying campaigns in schools, such as anti-bullying week.
- Work with school council representatives to ensure the voice of pupils can be heard on the issues on a regular basis.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.

Liaison with parents and carers:

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.
- Consult with parents through questionnaires and newsletters

Bullying outside school premises

'School staff members have the power to discipline pupils for misbehaving outside the school premises 'if it would be reasonable for the school to regulate pupils' behaviour in those circumstances.' DFE 2017

All staff will respond to bullying incidents occurring anywhere off the school premises in line with procedures in this policy. For example; on school or public transport, outside local shops, cyber-bullying (social network sites or mobile phones).

Where bullying outside school is reported it will be investigated and acted on. The Headteacher will also consider whether it is appropriate to notify the police or local authority.

In all cases of misbehaviour or bullying the member of staff can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

Sexual Violence and Harassment

Sexual violence and harassment can happen anywhere, and staff working with children are advised to maintain an attitude of 'it could happen here'. Guidelines for dealing with these incidents are set out in the school safeguarding policy.

Links with other school policies and practices:

This Policy links with a number of other school policies, practices and action plans including:

- Safeguarding
- Online Safety
- Behaviour and Discipline
- Teaching and Learning
- Equality Plan
- Accessibility Plan

Monitoring, Evaluation and Review

The school will actively consult parents on this policy through anti-bullying workshops, questionnaires and assemblies. Pupils and staff views will be sought through lessons, assemblies, school council and young leaders work. The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Policy Sign off – Anti-Bullying

	Reviewer	Date	Approver	Date
Reviewer / approver	Deputy Head for Inclusion	07/10/25	SLT	
	Next Review			November 2026

Beat Bullying – Safety Plan

Name:	Date:
If you have experienced or are experiencing bullying, this is the plan to help you stop the bullying and hopefully feel safe. It will give you ideas about who can help, how to get help and steps to beat bullying in the future.	
What can I do to deal with the bullying?	
What can I do to stop the bullying?	
Who can help?	
How can they help?	
Where is a safe place I can go to?	