



CHALKWELL HALL

INFANT SCHOOL

ANTI-BULLYING POLICY

Agreed by The Full Governing Body: Autumn 2025
Review date: Autumn 2028

Introduction

- As a school community we aim to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.
- The school has an ethos of respect and caring for all and actively promotes positive behaviour.
- The school is committed to developing an anti-bullying culture where there is a zero tolerance approach to bullying by adults or children. Any such incidents will be dealt with promptly and firmly within the levels of understanding of each child.
- This policy is based on DfE guidance "[*Approaches to Preventing and tackling bullying: Advice for headteachers, staff and governing bodies*](#)" July 2017 and supporting documents. It also considers the DfE 2021 statutory guidance "*Keeping Children Safe in Education*" and "*Sexual violence and sexual harassment between children in schools and colleges*". The setting has also read Childnet's "*Cyberbullying: Understand, Prevent and Respond: Guidance for Schools*".

Aims:

- All governors, staff, volunteers, pupils and parents should have an understanding of what bullying is.
- All governors, staff, volunteers, and parents should know what the school policy is on bullying and follow it when bullying is reported.
- All staff and parents should know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

What is Bullying?

- Bullying can be defined as *'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'*. (DfE 'Preventing and Tackling Bullying', July 2017).
- The school works hard to ensure that the school community (pupils, staff, parents) know the difference between bullying and "falling out" and recognises that not every incident necessarily constitutes bullying.
- Bullying is a deliberately hurtful act by an individual or group, usually repeated over a period of time.
- Bullying is recognised as being a form of child on child abuse; children can abuse other children.
- We recognise that bullying can cause severe and adverse effects on children's emotional development.

Types of bullying

Bullying may take many different forms. This generally falls into one or a combination of, but not exclusive to, the following categories

- Emotional – being unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching or any use of violence
- Social – exclusion/rejection from social groups.
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Racist – racial taunts, graffiti, gestures

- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focussing on the issue of sexuality
- Transphobic – based on gender identity or perceived gender identity
- Cyber – all areas of internet, mobile threats by text messaging and calls
- Extortion – demanding money/goods with threats
- Indirect – excluding or ‘blanking’, spreading gossip, damaging property

We acknowledge that some acts of bullying will constitute a criminal offence and in these cases other organisations will need to be contacted e.g. the Police or Social Care.

Potential Signs

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, ‘losing’ more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

These signs and behaviours are neither exhaustive nor should be considered in isolation as a checklist but could indicate other problems, it is important that bullying should be considered a possibility and will be investigated.

School Ethos

The Chalkwell Infant community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental and emotional well-being.

By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential. Pupils are encouraged to report bullying in school and all staff must be alert to the signs of bullying and act promptly and firmly against it, in accordance with school policy.

Our ethos is early intervention, and we therefore encourage staff, children and parents to work together in order to try to ensure that incidents are dealt with effectively at an early stage. All incidents are investigated and appropriate action taken.

Preventing Bullying

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

- A child-friendly anti-bullying policy ensures all pupils understand and uphold the anti-bullying policy

- School assemblies help raise pupils' awareness of bullying and derogatory language.
- All members of our school community promote positive relationships to help prevent bullying
- The PSHE curriculum includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
- Difference and diversity are celebrated across the school through diverse displays, books, big questions and images. The whole school participates in events including NSPCC assemblies and workshops, Safer Internet day and PHSE sessions
- The school values and ethos is embedded across the curriculum to ensure that it is as inclusive as possible. We recognise that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with additional needs. We ensure children are aware of this and we devise effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Stereotypes are challenged by staff and pupils across the school.
- Restorative approaches provide support to victims of bullying and those who show bullying behaviour.
- Develop multi-agency work to support children's families' needs through the Local Authority and other relevant organisations when appropriate.
- Ensure staff are trained to identify bullying and follow school policy and procedures on anti-bullying.
- Lunchtime clubs and safe spaces for identified pupils

Responding to Bullying Concerns

All school staff, including volunteers, 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. If bullying is suspected or reported, the following steps may be taken when dealing with incidents:

- Incidents will be dealt with immediately by the member of staff who has been approached.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- Clear account of the incident will be recorded on CPOMs (Safeguarding software) with the Headteacher, Pastoral Team and SLT tagged to ensure they are aware
- Head teacher/ member of the SLT will interview all concerned and record the incident update on CPOMs (Safeguarding software)
- Class Teachers and appropriate staff members will be kept informed
- Parents will be kept informed
- Any further incidents will be recorded in the same manner
- Next steps and a plan of what to do next will be made at a meeting with parents

- Appropriate consequences and support will be implemented in consultation with all parties concerned.
- Where the bullying of or by pupils takes place outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and responded to in line with this policy

The following steps may be taken:

- SLT will use restorative conversations to ensure agreed reparation with all parties involved
- Official warnings to cease offending
- Exclusion from certain areas of school premises
- Fixed-term exclusion
- Permanent exclusion
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed or Early Help if a child is felt to be at risk of significant harm.

The Role of the Child:

All children are encouraged to acknowledge and respect each others' individuality, to be open, honest and to treat each other with respect and care. Children are encouraged to celebrate the successes and achievements of others and be a good friend.

Pupils who *have been bullied* will be supported by:

- Offering an immediate opportunity to discuss the experience with one of the members of staff
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
- Where necessary, referrals to outside agencies such as Children and Young People's Mental Health Service (CYPMHS) or Counselling Services

Pupils who *have bullied* will be helped by:

- Discussing what happened
- Discovering why the pupil became involved/whether the pupil has any unaddressed issues themselves
- Implementing strategies to help with any identified unaddressed issues
- Establishing wrong doing and need to change
- Informing parents or guardians
- Where necessary, referrals to outside agencies such as Children and Young People's Mental Health Service (CYPMHS) or Counselling Services

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.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

The Role of Governors

The Governing Board supports the Headteacher in all attempts to eliminate bullying from our school. The governing board does not tolerate bullying and any incidents that do occur are taken very seriously and dealt with appropriately.

The governing board reviews the effectiveness of the school policy regularly.

The governing body responds within 10 school days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteachers and asks them to conduct an investigation into the case and to report back to a representative of the governing body.

Monitoring and review

- The Senior Leadership Team and Governing Body will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- The Safeguarding Governor will review the Anti-bullying Log on a termly basis with the Safeguarding Lead (Joanne Milbank).
- The Headteacher also reviews the policy regularly and reports on its effectiveness regularly to governors.
- In accordance with the criteria for the National Healthy Schools Award the school will raise the awareness of the nature of bullying through inclusion in PSHE, Circle Time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

This policy should be read in conjunction with several other school policies including:

- Allegations Policy
- Behaviour Policy
- Children's Mental Health
- Curriculum policy
- Equalities Policy
- Inclusion Policy
- Online Safety
- Safeguarding Policy
- SEND Policy
- PSHE policy

Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997

- The Malicious Communications Act 1988
- Public Order Act 1986.

Useful Links and Supporting Organisations:

The following links may provide additional support to children, staff or families:

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: ["Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies"](#), and ["Supporting children and young people who are bullied: advice for schools"](#)
- DfE: ["No health without mental health"](#)
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/ukcouncil-for-internet-safety
- DfE ['Cyberbullying: advice for headteachers and school staff'](#)
- DfE ['Advice for parents and carers on cyberbullying'](#)

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: [SEND code of practice](#)
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/atrisk-groups/sen-disability

LGBTQ+

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational

Sexual Harassment and Sexual Bullying

- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW):
www.endviolenceagainstwomen.org.uk
- Disrespect No Body:
www.gov.uk/government/publications/disrespect-nobody-campaignposters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying:
www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying:
<https://anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-sexist-bullying/investigating-and-respondingsexual>
- Childnet Project DeShame (Online Sexual Harassment and Bullying):
www.childnet.com/our-projects/project-deshame