



The Chandler CofE (Aided) Junior School

Policy Number: CL-14

The Chandler C of E Junior School Anti-Bullying Policy

Governors' Committee Responsible: Children and Learning
Nominated Lead Member of Staff: Deputy Headteacher

Aims

At The Chandler, we aim to create an atmosphere of friendly and relaxed relationships based on mutual respect, within a safe and secure environment. Jesus teaches us to "Love one another". Therefore, this School does not tolerate bullying behaviour and takes a pro-active stance to ensure that any incidents of bullying are dealt with as quickly and effectively as possible. We achieve these aims through

- A prompt, effective and caring response to any incidents that occur;
- teaching children about bullying and how to deal with it should they encounter any incidents, as an integral part of the Wellbeing curriculum;
- the work of our anti-bullying ambassadors who are trained to use active listening skills;
- information provided on a leaflet distributed annually to all children in Year 3 (see Annex A)
- our school values; and
- participation in various activities and events throughout the year, such as Anti-Bullying Week, a poster competitions and E-safety days.

What is Bullying?

There are many definitions of bullying but the Diana Foundation defines it as, "Repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe".

'Bullying' is when all of the following apply:

- the bullying behaviour is deliberate;
- the victim feels less powerful than the bully or bullies;
- the bully has selected the victim; and
- it is part of a pattern.

What does bullying look like?

Bullying can include:

- Name calling
- Taunting
- Mocking
- Making offensive comments, such as racist or homophobic language
- Physical assault
- Taking or damaging belongings
- Cyber bullying- inappropriate text messaging and e-mailing; sending offensive or degrading images by phone or via the internet
- Producing offensive graffiti
- Gossiping and spreading hurtful and untruthful rumours
- Excluding people from groups and activities

Although bullying can occur between individuals, it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Types of bullying

The Diana Trust identifies three categories of bullying

- **Verbal** - the repeated negative use of speech, sign language, or verbal gestures to intentionally hurt others.
- **Indirect** - The repeated negative use of actions, which are neither physical nor verbal, to intentionally hurt others. Cyberbullying is classed as a form of indirect bullying
- **Physical** - the repeated negative use of body-contact to intentionally hurt others.

There is no hierarchy of bullying- all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- children
- children and staff
- staff
- individuals or groups

The Chandler regards instances of bullying behaviour as a serious matter. We recognise that it can happen in all schools and actively encourage children to speak out when confronted with a problem, either to a friend, their class anti-bullying ambassador, a parent or a member of staff. The teachers and LSAs are also alert to signs that a child is unhappy and may talk sensitively to the child if suspicious. If parents find a problem, the school would encourage them to share their concerns.

Responding to Bullying

All cases of alleged bullying behaviour should be reported to a senior member of staff. In any case of alleged bullying behaviour, either the class teacher or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the victim(s), the alleged perpetrator(s) and any witnesses (as well as parents and pupil witnesses, if necessary and appropriate).

Prompt action at an early stage may well identify offending behaviour which has not been deliberate on the perpetrator's part. In such cases, it is essential that the perpetrator is made aware of the impact of their actions and are informed that any further such action will likely be treated as bullying behaviour.

If the allegation of bullying behaviour is upheld, a senior leader will adopt a restorative approach with the perpetrator(s) and victim(s) together. The consequences of their actions on the victim(s) should be fully explained to the perpetrator(s). Both parties should be clear that a repeat of these behaviours will not be acceptable.

All incidents of bullying behaviour must be recorded on CPOMS and parents of both parties informed. If the situation does not improve, a senior leader will meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. All necessary action should be taken until the bullying behaviour has stopped.

Listening to children

It is essential that children feel heard when discussing or disclosing any potential incidents of bullying. Children should therefore be

- listened to;
- taken seriously;
- reassured that it's not their fault;
- shown empathy;
- reassured they were right to tell you and that appropriate procedures will be followed in dealing with the alleged incident.

Policy Name/No: Anti-bullying Policy - CL-14			
Category: 2			
Review Frequency: 2 yearly			
Previous Policy No: PE-12			
	2017/18	2019/20	2025-26
Staff Member responsible	Deputy Head	Deputy Head	Deputy Head
Nature of changes made	Rewrite	Minor	Rewrite
Governor Committee	C&L	C&L	C&L
Date reviewed by Committee	20/02/2018	31/01/2020	08/06/2026
Date of FGB Approval (Category 1 only)			
Date next review is due	Spring 2020	Spring 2022	Summer 2028
DMC File Version	1	2	3

Annex A – Anti-Bullying Advice for Chandler children



What should I do if I am being bullied?

Do...

- Tell someone and get help straight away.
- Try to keep calm.

Don't...

- React and be nasty back.
- Keep it to yourself.

Remember it is **NOT** your fault and you are **NOT** alone.



What should I do if I see someone else being bullied?

- Tell an adult straight away.
- Don't try to get involved: you might end up getting hurt yourself.
- Don't ignore it or the bullying could keep happening.

How will The Chandler respond to bullying?

- Bullying is always taken seriously.
- We listen to the children involved and offer them support.
- We do not tolerate bullying behaviour and work hard to stop it as soon as we are made aware of it.
- We communicate and work with parents and carers of children involved.



What is bullying?

Bullying is physical or emotional behaviour which is meant to hurt, frighten or upset someone else.

This behaviour is repeated.

Bullying can take many different forms:

Emotional: Hurting people's feelings, deliberately excluding people.

Physical: Punching, kicking, hitting, pushing.

Verbal: Name calling, teasing.

Cyber: Saying unkind things via text message, email or social media.

Racist and Homophobic: Name calling or unkind behaviour because of a person's skin colour or their sexual orientation.



Your Anti-Bullying Ambassadors are:

- 3A-Indy
- 3B-Imogen
- 3C-Phoebe
- 4H-Florence
- 4P-Oscar & Maki
- 4S-Penny & Harvey
- 5B-Lucas
- 5E-Thomas
- 6M-Jess
- 6R-Freya & Joey
- 6S-Gabe

Who can I tell?

Talk to someone you can trust - this could be...

- Your class anti-bullying ambassador
- Any teacher
- A lunch time supervisor
- Your Year 6 buddy
- A friend
- Parents, carers or a family member
- Mr Rawson or Mr Nunn
- Any other adult in school

