Edmund Waller Primary School

Anti-Bullying Policy

Approved by the Governing Body on (date):	Spring 2023
Reviewed on:	Autumn 2026
Signed (Headteacher):	Anne Rennie
Signed (Chair of Governors):	Liz Stone
Next Review Date (term/year):	September 2028

Edmund Waller Primary School

Anti-Bullying Policy

At Edmund Waller we believe that bullying occurs where an individual or a group, knowingly and persistently commit an unwelcome act (either verbal or physical) towards an individual or group which causes distress.

What is bullying?

We recognise that there are many definitions of bullying but most have three things in common: -

1. It is deliberately hurtful behaviour
2. It is repeated over a period of time
3. It is difficult for those being bullied to defend themselves

Bullying can include:

- Verbal – name-calling, insulting, making offensive remarks, rumourmongering
- Physical- hitting, kicking – taking belongings or threatening this.
- Written harassment – insults, jokes, taunts, letters, emails or text messages
- Vandalism of property.
- Indirect – purposely excluding someone from social groups.
- Refusal to co-operate or work with other pupils.
- Victimisation of an individual whether verbally or physically
- Cyberbullying of any kind.

At Edmund Waller we aim to ensure that we both comply with the legal responsibilities on bullying and harassment and to promote an atmosphere conducive to learning and emotional wellbeing in which all forms of bullying are acknowledged to be unacceptable.

We ensure that: -

- There is curriculum coverage of issues around bullying and harassment e.g. PHSE/RSHE, circle time.
- Contextual Safeguarding is considered in all aspects of behaviour and all staff should assume that it is happening and consider what we are doing to keep children safe.
- There is material in school to create an environment which reinforces the values which underline equal opportunities and promote mutual respect.
- Assemblies cover themes of celebrating diversity and respect for each other.
- We will hold school wide events such as Anti-bullying week and Stay Safe assemblies to bring awareness to current issues.
- A School Council for pupils to share in discussions about appropriate responses to bullying.
- Codes of conduct/class rules are displayed and regularly discussed in class.
- The headteacher and some members of the senior management are “high profile” in school ensuring no unsupervised areas – playground morning/evening.
- We use behaviour management strategies which are firm but are seen by all to be fair and consistent.
- Restorative justice approaches should be used to ensure that children have time to talk about the incident to explain their views and feelings and ensure reparation.
- Children are aware of the school policy to report any possible bullying incidents to an adult.

- Children are made aware of strategies to prevent bullying and to feel confident about voicing their concerns.
- Where incidents of peer on peer abuse occur, all parties will be treated as victims and actions taken will be in line with our Safeguarding Policy and KCSIE.
- Parents/carers are informed by the headteacher if their child has been involved in any bullying incidents and further meetings can be arranged in school to plan positive moves forward.
- If a second incident occurs the child perpetrating the bullying would receive a suspension. Both children would be supported within the framework of school policies.

If bullying occurs between children or adult to adult, or adult to child the headteacher or senior member of staff will: -

- Investigate the incident/s by speaking to the victim.
- Speak to the bully.
- Speak to the other person/persons involved.
- Speak to any others who witnessed the incident/s.
- Take action in line with the policy.

If the bullying occurs between a child and a member of staff the headteacher or senior member of staff will:-

- Speak to the child who is being bullied about the incident.
- Speak to the bully.
- Speak to the member of staff.
- Speak to other children in the class.
- Speak to other adults working in the classroom.
- Take action in line with school policy i.e.:
    - Support the child
    - Support the bully to realise their impact and to change their behaviour
    - Support the teacher
    - Monitor and evaluate the situation
        - E.g. set up meeting with family
        - Provide child being bullied with support and ways to stop bullying if it occurs again

All incidents of bullying should be recorded on CPOMs. All incidents will be monitored by SLT and actioned where necessary.

Monitoring arrangements

Policies and Procedures for the Behaviour Policy:
Acceptable Use of the Internet Policy and parental agreement
Complaints Procedure – Complaints Policy
Remote Learning Policy
Staff Code of Conduct
Safeguarding Policy
School Exclusion Policy
SEND Policy
Physical Restraint and Use of Reasonable Force Policy