



The Federation of  
Chadsmoor Community Infant and Nursery School  
And  
Chadsmoor C.E (VC) Junior School

**Enjoying Achieving Together**

**Our Vision**

Everyone in our school family is valued as a unique child of God and encouraged to reach their potential and flourish within our caring Christian community.

**Anti-Bullying Policy**

**Aims and Objectives**

The Federation of Chadsmoor Community Infant and Nursery School and Chadsmoor C.E (VC) Junior School Anti- Bullying Policy outlines what we will do to tackle bullying. Both schools are committed to providing a caring, friendly and safe environment for all pupils and staff so they can reach their full potential. **Bullying of any kind is unacceptable.**

School staff are proactive in noticing the signs of bullying and subsequently act promptly and firmly in accordance with the school's policy. Consultation with staff, children, governors and parents has taken place with the formulation of this policy.

The policy fulfils the requirements of The Children Act 2004, The Education and Inspection Act 2006 and The Equality Act 2010.

This Anti -Bullying policy will be reviewed by the school community annually.

**What is Bullying?**

Bullying is behaviour by an individual or group carried out several times on purpose (STOP) that intentionally hurts another individual or group either physically or emotionally (this includes cyber bullying).

**Types of Bullying**

**Physical** – Pushing, shoving, tripping up, kicking, spitting or any act of physical aggression.

**Emotional** – Humiliating someone, name calling, using insulting names or comments intended to hurt someone.

**Prejudicial** – This is deliberately targeting a specific group of people this can include:

homophobia, racism, victimising those who have special needs or disabilities, looked after children and young careers.

**Sexual** - victimising someone in an inappropriate sexual nature this includes; comments as well as inappropriate physical contact.

**Relational aggression** - where a person deliberately uses social manipulation to control or bully another person this can include being teased, deliberately ignored or excluded, intimation and insults.

**Cyberbullying** - Any form of bullying using a mobile phone or the internet, chat rooms, social networking sites, instant messaging or email.

*NB: Although these acts are serious and require adult intervention, they may not be regarded as bullying unless they are an ongoing pattern of behaviour against the victim. This also includes bullying outside of school which takes place between pupils within the federation.*

### **Preventing Bullying**

- All adults model respectful behaviour.
- Every child will have their rights respected.
- Through our PHSE we foster an environment that teaches children to value and respect differences amongst each other and the wider community. Through these lessons we also teach children a range of techniques to help them manage their own social and emotional wellbeing including their mental health. Within these lessons, children are signposted to people within school and to organisations outside that can help them deal with bullying and other social, emotional and mental health issues.
- Yearly, both schools take part in anti-bullying week.
- We will focus on prevention of Bullying in assemblies and worship as well as inviting outside agencies and charities that visit.
- We will set up easy ways for children to report bullying e.g. through worry boxes in class and the Pastoral support systems.
- Use of Peer Mentors to support pupils at break and lunch time (juniors).
- At the start of each academic year, all children are reminded of the federation's pledge to prevent and report bullying. Every child then signs to acknowledge their support and understanding of this.
- Staff regularly update Class Dojo with anti-bullying posters and information for both parents and students

### **What will happen if a child reports a bullying incident:**

- We will listen respectfully to all children involved and gather a range of evidence.
- We will take steps to stop the bullying.
- We will provide support for children who have been bullied and work with anyone who bullies to help them change their behaviour.
- We will monitor and follow up incidents to ensure bullying has stopped.
- We will involve outside agencies as appropriate.
- Any bullying that involves any prejudicial motivations will be reported along the appropriate channels.

- Class Dojo is utilised to notify parents of any bullying incidents which staff feel parents should be made aware of.

#### **Staff will:**

- Bullying will be logged on my concern after which designated safeguarding leads will decide upon the classification of bullying.
- Talk to all children involved and agree actions to resolve the situation.
- Work is carried out with perpetrators to ensure they understand the consequences of their actions for themselves and the victim as well as working with them to change their behaviour.
- Each individual case of bullying will be dealt in an appropriate manner with consequences being given. These will be dependent upon the severity and length of bullying. Parents will be informed of the actions to be taken.
- Staff will be informed of any causes of bullying to ensure that they are vigilant.
- Monitor and follow up incidents to ensure the child is safe.
- Ensure all staff are aware of the Anti -Bullying Policy and approach.
- After the incident has been dealt with the Headteacher will be informed of the incident and the outcome.

#### **Parents/ Carers and the wider community:**

- Ensure parents know whom to contact if they have concerns about bullying issues (class teacher and learning mentor)
- We will contact/ respond to parents promptly when bullying issues come to light, whether their child is the one being bullied or the one doing the bullying.
- We will ensure that the parents/ carers are aware of the school's complaints procedures.
- We will work with parents and the local community to address bullying issues that arise out of school.

#### **Links with other school policies:**

- ✚ Behaviour Policy
- ✚ Complaints Policy
- ✚ PSHE Policy
- ✚ Safeguarding Policy
- ✚ Class Dojo Policy

#### **It is the responsibility of:**

- School governors to take a lead in monitoring and reviewing this policy.
- The whole school community to be aware of this policy and implement it accordingly.
- Pupils to abide by this policy alongside the behaviour expectations, the school values and the school's expectation charter.

#### **Written by**

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**Review Date - February 2026**