



Anti- Bullying Policy

1. Introduction

At Elm Tree Community Primary School, we are committed to providing a safe, caring, and inclusive environment for all our pupils. Bullying of any kind is unacceptable and will not be tolerated. This policy outlines our commitment to preventing and addressing bullying effectively, in line with our school vision of trust, acceptance, resilience, respect, inclusivity, and friendship. This policy is informed by the DfE guidance "Behaviour in Schools" (September 2022), the DfE National Minimum Standards for Boarding Schools (where applicable), and relevant legislation, including the Equality Act 2010.

2. Purpose

The purpose of this policy is to:

- Clearly define bullying and related behaviours.
- Outline the roles and responsibilities of all members of the school community in preventing and addressing bullying.
- Provide a framework for responding to incidents of bullying promptly and effectively.
- Promote a culture of respect, empathy, and inclusivity where bullying is not tolerated.
- Ensure compliance with relevant legislation and guidance.
- Contribute to a safe and supportive learning environment where all pupils can thrive.

3. Definition of Bullying

Bullying is defined as repeated, intentional behaviour by an individual or group that is meant to hurt, intimidate, or exclude another individual. It can take many forms, including:

- **Physical Bullying:** Hitting, kicking, pushing, or any other form of physical violence.
- **Verbal Bullying:** Name-calling, insults, threats, teasing, or spreading rumours.
- **Emotional Bullying:** Excluding someone, isolating them, manipulating friendships, or making someone feel worthless.
- **Cyberbullying:** Using electronic devices (e.g., mobile phones, computers, social media) to bully, harass, or threaten someone. This includes sending abusive messages, posting embarrassing photos or videos, or creating fake profiles.
- **Prejudice-Based Bullying:** Bullying based on someone's race, religion, gender, sexual orientation, disability, or any other protected characteristic.
- **Indirect Bullying:** Spreading rumours, damaging someone's reputation, or encouraging others to exclude someone.

Bullying can occur:

- In school.
- On the way to and from school.
- Online (cyberbullying).
- During school trips or activities.

4. Responding to Bullying Incidents

When a bullying incident is reported, the following steps will be taken:

1. **Reporting:** Any pupil, staff member, or parent/carer who witnesses or suspects bullying should report it to a member of staff immediately.
2. **Recording:** All reports of bullying will be recorded on CPOMS. This will include details of the incident, the individuals involved, and any actions taken.
3. **Investigation:** The DSL or a designated member of staff will investigate the incident promptly and thoroughly. This may involve interviewing the victim, the perpetrator, and any witnesses.
4. **Communication:** Parents/carers both parties will be informed of the incident and the actions taken.
5. **Monitoring:** The situation will be monitored to ensure that the bullying has stopped and that all children are receiving the support they need.
6. **Escalation:** In cases of serious bullying, the school may involve external agencies, such as the police.

5. Prevention Strategies

Prevention and intervention strategies will be adapted to consider the communication and sensory needs of pupils with ASD and other additional needs. Staff will receive specialist training to recognise bullying behaviours and support pupils with social communication difficulties effectively.

Elm Tree Community Primary School will implement the following strategies to prevent bullying:

- **Curriculum:** Incorporate anti-bullying themes into the curriculum for example PSHE.
- **Assemblies:** Hold regular assemblies to raise awareness of bullying and promote positive relationships.
- **Training:** Provide regular training for staff on how to identify and address bullying.
- **Peer Support:** Implement peer mentoring or buddy systems to support vulnerable pupils.
- **School Council:** Involve the school council in developing and promoting anti-bullying initiatives.
- **Parent Workshops:** Offer workshops for parents on how to support their children in preventing and addressing bullying.
- **Clear Expectations:** Establish clear expectations for pupil behaviour and communicate these expectations consistently.
- **Positive Reinforcement:** Recognise and reward pupils who demonstrate positive behaviour and respect for others.

- **Online Safety Education:** Provide pupils with education on online safety and responsible use of technology.
- **Restorative Approaches:** Where appropriate, use restorative approaches to help pupils understand the impact of their actions and repair relationships.
- **Promote School Values:** Actively promote the school's values of trust, acceptance, resilience, respect, inclusivity, and friendship.

6. Child-on-Child Abuse

Elm Tree Community Primary School recognises that child-on-child abuse can take many forms, including bullying, physical abuse, sexual violence, and harassment. All staff are trained to identify signs such as unexplained injuries, changes in behaviour, withdrawal, or distress. Any concerns or disclosures must be reported immediately to the designated safeguarding lead (DSL). Incidents will be recorded accurately and confidentially, following the school's safeguarding procedures. The school adopts a zero-tolerance approach, ensuring that all allegations are thoroughly investigated and addressed with appropriate support provided to victims, perpetrators, and affected pupils, promoting a safe and respectful environment for all (see our safeguarding policy for more information)

7. Cyberbullying

At Elm Tree Community Primary School, we recognise that cyberbullying is a serious issue that can have profound effects on the wellbeing and safety of our pupils. We are committed to creating a safe and inclusive environment where all pupils feel respected and valued, both offline and online. Our approach includes educating pupils, staff, and parents about the risks and signs of cyberbullying, promoting responsible online behaviour, and ensuring swift and effective responses to any incidents. We work collaboratively with families and external agencies to support pupils affected by cyberbullying and to uphold our core values of trust, respect, and inclusivity.

Prevention

- We embed digital citizenship and online safety education within our curriculum to empower pupils with the knowledge and skills to navigate the online world safely and respectfully.
- Staff receive regular training on recognising and addressing cyberbullying, ensuring consistent vigilance and appropriate intervention.
- We promote open communication channels where pupils feel safe to report concerns about cyberbullying without fear of retaliation.
- Parents and carers are provided with guidance and resources to support their children's safe use of technology at home, fostering a partnership approach to prevention.

Response

- All reports of cyberbullying are taken seriously and investigated promptly by designated safeguarding leads and senior leaders.

- We adopt a restorative approach where appropriate, aiming to repair harm and rebuild relationships while maintaining clear boundaries and consequences.
- Support is provided to pupils who have been affected by cyberbullying, including counselling and access to external support services if needed.
- Incidents that constitute criminal behaviour or pose significant risk are reported to relevant authorities in line with safeguarding procedures.
- We continuously review and update our policies and practises to reflect emerging trends in technology and cyberbullying tactics.

By integrating these prevention and response strategies, Elm Tree Community Primary School ensures a comprehensive approach to tackling cyberbullying, aligned with our vision to provide a safe and nurturing environment where every pupil can thrive.

8. Roles and Responsibilities

At Elm Tree Community Primary School, we recognise that the voices of our pupils are vital in creating a safe and supportive environment where bullying is actively prevented and addressed. Our anti-bullying policy is developed and regularly reviewed with meaningful input from pupils, ensuring that their experiences, concerns, and suggestions shape the school's approach to behaviour and inclusion. We provide structured opportunities for pupils to share their views through surveys, pupil councils, and feedback sessions, fostering a culture where every child feels heard and empowered to contribute to the school's positive behaviour culture. This inclusion not only supports pupils' self-esteem and resilience but also enhances the effectiveness of our anti-bullying strategies by reflecting the diverse needs of our school community. By embedding pupil voice, we uphold our school values of trust, respect, and inclusivity, ensuring that all pupils have a place to thrive in a safe, respectful, and nurturing environment.

- **Headteacher:** Overall responsibility for implementing the policy and ensuring a safe school environment.
- **Designated Safeguarding Lead (DSL):** Responsible for investigating bullying incidents and ensuring appropriate support is provided
- **All Staff:** Responsible for being vigilant, intervening in bullying incidents, and reporting any concerns to the DSL or a senior member of staff.
- **Pupils:** Responsible for treating each other with respect, reporting bullying incidents, and supporting victims of bullying.
- **Parents/Carers:** Responsible for supporting the school's anti-bullying policy, reporting any concerns about bullying, and working with the school to address bullying incidents.
- **Governors:** Responsible for monitoring the effectiveness of the anti-bullying policy and ensuring it is reviewed on annual basis.

9. Monitoring, Evaluation and Review

The effectiveness of this policy will be monitored and evaluated regularly through:

- **Incident Reports:** Reviewing incident reports to identify trends and patterns.
- **Pupil Surveys:** Conducting pupil surveys to assess their perceptions of bullying in school.
- **Staff Feedback:** Gathering feedback from staff on the implementation of the policy.
- **Parent Feedback:** Seeking feedback from parents/carers on the effectiveness of the policy.
- **Governor Review:** Reviewing the policy annually and making any necessary revisions.

This policy will be reviewed annually, or more frequently if necessary, to ensure it remains relevant and effective. The review will involve consultation with staff, pupils, parents/carers, and governors.

10. Related Policies

This policy should be read in conjunction with the following school policies:

- Behaviour Policy
- Safeguarding Policy
- Online Safety Policy
- Equality and Diversity Policy
- SEND Policy