

Appendix A: Preventing and Addressing Bullying

Our Commitment

At Finchampstead Church of England (Aided) Primary School, we believe that every child is a unique and valued creation of God and should feel safe, respected and cared for unconditionally. This expectation of care and respect is taught, developed and explored with pupils in the curriculum, in collective worship and through whole school focused events/days.

Bullying is not valued behaviour and has no place in our school community. We are committed to preventing bullying through the promotion of positive relationships, kindness, respect and inclusion. We encourage all members of our school community to speak up if they are worried about bullying, either for themselves or for someone else.

What is Bullying?

Bullying is behaviour that is deliberately hurtful and happens repeatedly over time. It can take different forms, including:

- Physical bullying, such as hitting, kicking or damaging belongings.
- Verbal bullying, such as name-calling, teasing or threats.
- Emotional bullying, such as exclusion, intimidation or spreading rumours.
- Online bullying (cyberbullying), using digital devices or online platforms.
- Prejudice-based bullying related to race, religion, disability, gender, family circumstances or any other protected characteristic.

A disagreement, friendship difficulty or one-off incident may not be bullying, but all concerns will be taken seriously and addressed appropriately.

Our Response

When bullying is reported or suspected, staff will:

- Listen carefully and support all children involved.
- Investigate concerns promptly and fairly.
- Keep parents informed where appropriate.
- Take action to stop the behaviour and prevent it recurring.
- Record and monitor incidents.
- Provide support for children who have experienced bullying (protective consequences and additional wellbeing support)
- Help children displaying bullying behaviour to understand the impact of their actions and develop more valued behaviours (educational consequences along with additional support).

Graduated Response

Where bullying behaviour is identified, the school's response will be proportionate to the circumstances and may include:

1. Restorative conversations, reflection and educational consequences.
2. Increased adult supervision and support.
3. Communication and partnership working with parents/carers.
4. Behaviour targets, pastoral support or an Individual Behaviour Plan where appropriate.
5. Involvement of the headteacher and, where necessary, external agencies.
6. Further protective or disciplinary consequences in line with the Behaviour Policy.

Persistent, serious or harmful behaviours will always be treated as a significant concern and may result in more formal action.