



Chestnut Lane School

ANTI-BULLYING POLICY

This policy is published on our school website and is available, on prior request, in hard copy from the school office.

All members of our school community have a responsibility to prevent and tackle bullying behaviour.

Linked Policies

- [Behaviour](#) Policy
- [Child protection](#) Policy
- E safety and ICT Code of Conduct
- [Home school agreement](#)
- [Keeping Children Safe in Education \(2023\)](#)
- [Mental Health and Wellbeing Policy](#)
- [Preventing and tackling Bullying \(DfE July '17\)](#)
- [PSHE and RSHE Policy](#)
- [SEND Policy](#)

Reviewed: November 2023

Next Review: November 2025

Introduction

Section 89 of the **Education and Inspections Act 2006** provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

At Chestnut Lane School, we are aware that pupils may be bullied in any school or setting and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the **Equality Act 2010**, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act.
- Advances equality of opportunity between people who share a protected characteristic and people who do not share it.
- Fosters good relations between people who share a protected characteristic and people who do not share it.

Part 6 of the Equality Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment. In England and Wales Part 6 of the Act applies to maintained schools and Academies and to other independent schools.

Under the **Children Act 1989** a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

Statement of Intent

Our school is driven by our values: respect, kindness, resilience, independence and responsibility. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can reach their potential academically, socially and personally through learning and playing in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell an adult and know that incidents will be dealt with promptly and effectively. Where appropriate staff will also respond to bullying that happens outside of the school premises. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff and that *any* member of staff will help to prevent bullying from happening. We are determined to ensure a safe and secure environment is sustained for all pupils.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.
- Governors will monitor the incidents of bullying recorded by school staff to check for patterns.

What is Bullying?

At Chestnut Lane School, we discuss what bullying is, as well as incidents we would not describe as bullying (see Appendix 1). We agree that:

- Bullying is behaviour by a person or group, repeated over time, that intentionally hurts another person or group either physically or emotionally
- Bullying usually happens when the relationship is imbalanced
- It could be prejudice-based or discriminatory

Types of Bullying

Bullying can take many forms and is often motivated by prejudice against particular groups. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

Bullying can be:

- Child-on-child, teacher to pupil or pupil to teacher
- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Verbal - name-calling, sarcasm, spreading rumours, teasing

Forms of bullying can include, but are not limited to:

- **Cyber-Bullying**
The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.
- **Homophobic, Biphobic or Transphobic Bullying**
This occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual or transsexual people.

- **Racist Bullying**
This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Children with caring responsibilities
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an additional language
- Children who are perceived to be gay, lesbian, bisexual or transsexual
- Those suffering from health problems, including mental health

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

Why is it Important to Respond to Bullying?

Bullying hurts. It can have a huge negative impact on children, in the short and long term. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. People who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms

A child may indicate by signs or behaviour that s/he is being bullied. Adults should be aware of these possible signs and that they should investigate if any child of any age:

- is frightened of walking to or from school;
- changes their usual routine;
- is unwilling to go to school (school phobic);
- becomes withdrawn anxious, or lacking in confidence;
- starts stammering;
- attempts or threatens to run away;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning;
- begins to do poorly in school work;
- has possessions which are damaged or "go missing";
- asks for money or starts stealing money (to pay bully);
- has unexplained cuts or bruises;
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;

- stops eating;
 - is frightened to say what's wrong;
 - gives improbable excuses for any of the above;
 - is afraid to use the internet or mobile phone;
 - is nervous & jumpy when a cyber-message is received.
- } if appropriate to
} the age.

These signs and behaviours could indicate bullying and therefore they should be investigated.

Responding to Bullying

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

If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use 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.

Listening to Children

It is important that children are, and feel that they are listened to when discussing or disclosing any potential incidents of bullying. We will:

- listen to the child;
- take them seriously;
- show empathy;
- let the child know it's not their fault;
- avoid stereotypes;
- reassure them they were right to tell an adult;
- follow our procedures for reporting concerns.

School Procedures

1. Report bullying incidents to a trusted adult in school as soon as it happens, preferably before home time.
2. Behaviour incidents, including bullying, are logged by the staff member dealing with the incident.
3. Serious behaviour incidents, including bullying, will be referred to a member of the SLT.
4. Where an allegation of bullying is upheld, parents will be informed and will be asked to come into school discuss the incident.
5. The support of external agencies may be requested if a child safeguarding concern is raised. If necessary and appropriate, police will be consulted.
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
7. An attempt will be made to help the bully (bullies) understand and change their behaviour.
8. Parent and carers are encouraged to support the school's Behaviour Policy and this includes dealing with children who have been bullied or are bullying.

Parent Procedures

1. Raise any concerns with the class teacher at the earliest opportunity, who will seek support from the SLT as appropriate.
2. Encourage their child to tell the teacher.
3. Not to investigate it themselves.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise and a sanction will be administered in line with our school behaviour policy.
2. In serious cases, suspension or even exclusion will be considered.
3. If possible, the pupils will be reconciled.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Bullying Prevention

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out or a one-off argument. Pupil voice was sought to create our 'Is it Bullying?' poster, which is clearly displayed in classrooms and in key places around the school (see Appendix 1).

We use a range of methods to prevent and raise awareness of bullying. As and when appropriate, these may include:

- circle time;
- creating a set of school rules;
- signing a behaviour contract / class charter / home-school agreement;
- writing stories or poems or drawing pictures about bullying/ friendship;
- reading stories about bullying / friendship or having them read to a class or assembly;
- having discussions about bullying and why it matters;
- assemblies on the importance of telling the teacher / a trusted adult;
- pupil and parent participation in anti-bullying / friendship week;
- age appropriate participation in national events such as 'odd socks day' and 'show racism the red card';
- using the 'time out sign' if a game is getting a bit tough or you want to play a different game with different friends.

E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the school's website. E-safety workshops are held to raise parents' awareness of cyber-bullying. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Criminal Law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. Hate crime on the basis of race, religion, disability sexual orientation or transgender identity are covered by the Crime and Disorder Act 1998 and section 66 of the Sentencing Act 2020. The Protection from Harassment Act 1997 makes provision for protecting people from harassment or similar conduct.

If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

Monitoring and Review: Policy into Practice

- The school will ensure that we regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The Headteacher will be informed of bullying concerns, as appropriate.
- Incidents of bullying, including outcomes will be reported to and discussed by the Governing Body.

Useful Links and Supporting Organisations*:

- Advisory Centre for Education (ACE: <https://www.ace-ed.org.uk/>)
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Childnet: <https://www.childnet.com/>
- Children's Legal Centre: <https://www.childrenslegalcentre.com/>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- National Bullying Helpline: <https://www.nationalbullyinghelpline.co.uk/kids.html>
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- Youth Access: <https://www.youthaccess.org.uk/>

**correct at the time of writing*

This policy is based on the twelve-step guide produced by [KIDSCAPE](#)

This policy upholds articles 14, 23, 28 and 30 from the **United Nations Convention on the Rights of the Child** because it respects children's rights to practise a religion, ensures children with disabilities lead full and independent lives, promotes the right to a primary education, and believes children should learn and use the language and customs of their families.



Is it **bullying**?

Is it rude?

- Unintentional
- Hurtful
- Happens once



Is it mean?

- Intentional
- Hurtful
- Happens once



Is it bullying?

- Intentional
- Hurtful
- Happens more than once, even when you ask them to stop, or show them that you are upset

What should you do?

Tell someone you trust

Show kindness to others

Make it clear that you don't like it when you see others are upset or hurt

Talk about how you are feeling

Spend time with people who make you feel good