

Cherrywood Community Primary School Hampshire



Anti Bullying Policy

Adopted on:	Nov 2024
Signed on behalf of the Governing Body	Mrs B Read Chair
Review Date	Nov 2026



Cherrywood Community Primary School

Anti-bullying Policy

Cherrywood Community Primary School is a one form entry primary school (ages 4-11) which draws children from the immediate local area. It is an ethnically diverse school with approximately 50% of its pupils from minority ethnic groups.

This policy was developed taking into account the views of pupils, parents, staff and governors. It was drawn up using a range of national documents including the Anti-bullying Guidance for Schools.

Every child has the right to feel happy and safe at school. Children cannot thrive and learn if they are unhappy. The school, supported by the Governing Body, makes it clear that bullying of any sort will not be tolerated.

What is bullying?

Bullying is when an individual is, or a group of people are, nasty to or hurt someone on purpose, usually repeatedly over time. Bullying can be physical, emotional or verbal. Usually people who are being bullied feel that they cannot stick up for themselves.

School strategies to eliminate bullying

School Ethos

- The school strives to make it very clear that everybody has the right to be treated with courtesy and respect.
- The school's behaviour policy seeks to develop an awareness of the rights and feelings of others.
- The school is inclusive and works hard to cater for the needs of every child, whilst developing tolerance and understanding towards others.
- Children are aware that if they are unhappy or uncomfortable about something that is happening to them, there are many adults in school to whom they could turn. Children can also use the worry box to report things which will followed up by the Social, Emotional and Mental Health Lead.
- All adults working in the school are always alert for signs that a child is withdrawn or feels anxious or distressed, which may be an indication that they are experiencing bullying.
- Positive behaviour is celebrated, both in day to day interactions with children and through more formal rewards and recognition.

- Teachers and members of the senior leadership team operate an open door policy, so any worries or concerns are addressed promptly.

Prevention – (including curriculum)

- Discussions about the unacceptability of bullying, how it affects others and how it can be countered, take place regularly in all year groups (appropriate to the age of the children) – for example, through RSHE lessons and classroom circle times. These are also addressed using morning message which the teachers write daily.
- Children are supported in knowing who to go to if they are worried about themselves or a friend.
- Whole school assemblies on the school values which model respectful, appropriate behaviour are held weekly with additional assemblies focused on bullying held throughout the year.
- Keeping safe online and strategies for dealing with cyber-bullying are also taught as part of the Computing curriculum and during specific Online-safety focussed afternoons.
- All staff are involved in ensuring that classroom practice supports an inclusive/anti-bullying ethos.
- The School Council have a pupil notice board where they share information including advice on what to do if you feel unsafe.
- Included in the school curriculum are many opportunities to celebrate diversity and explore differences and similarities of people, to develop a strong ethos of tolerance and respect.
- All staff are observant in breaktimes to identify children who may need support in being included in play. Year 6 also take on the responsibility of Play Leader Roles where they provide 'buddy' support to younger children.

Intervention

- The school has a clear and regularly reviewed Behaviour Policy which focuses on giving praise and rewards for positive behaviour and sets out the sanctions for unacceptable behaviour.
- The school seeks to develop a culture of “tell someone” and provides children with the opportunity to express concerns (e.g. worry boxes, school council meetings, pupil conferencing, questionnaires).
- The school recognises the significant impact on mental-health that bullying can have.
- Children who have been the victim of bullying will be supported by staff including through interventions e.g. activities to raise self-esteem and develop assertiveness, as appropriate to the needs of the child.
- Children who display bullying behaviours will receive adult intervention to support in changing their behaviour and develop awareness of the feelings of others. They will be supported in making an apology that is felt to be genuine.
- All adults, including the Social, Emotional and Mental Health Lead, the Valley Trust Counsellor, the Headteacher and other members of the leadership team, as well as the child's class teacher and learning support assistant may have specific parts to play in dealing with instances of bullying.
- Allegations of bullying will always be taken seriously.
- School staff will meet with children and parents to understand concerns raised, with follow up conversations to review the impact of work completed.
- Each case of alleged bullying will be thoroughly investigated and dealt with appropriately, taking into account a range of factors including the age of the children involved and the severity

and frequency of the incidents. These incidents are recorded on CPOMS (an online data base used by the school).

- School staff will also communicate with the parents of children who have displayed bullying behaviour, so that they can support with changes in behaviour as well as being informed.
- The school will use the full range of sanctions set out in its Behaviour Policy as appropriate to the incident.
- A member of the pastoral team will review any incident after an appropriate interval to ensure that the bullying behaviour has ceased.

Assessment, monitoring, evaluation and reviewing

The impact and effectiveness of this policy will be monitored and evaluated as follows:

- An anti-bullying log is kept by the Headteacher to support in the monitoring of cases and is regularly reviewed.
- A member of the governing body will meet with appropriate staff at the school at least every term to go through the bullying records, reporting back a summary to the Full Governing Body, which will consider the effectiveness of the policy and review as appropriate.
- Governors will review the analyses of pupil conferencing, parent questionnaires and other feedback such as minutes of the school council with consideration of how happy and safe children feel.
- The RSHE Governor will monitor the impact of the RSHE curriculum during visits to the school and discussions with the Leader.
- All governors will consider the impact of the school ethos when they visit the school.

Linked policies: Behaviour, RSHE, Confidentiality, Equality, Complaints

This policy was re-adopted on: November 2024

Review date: November 2025

Signed by: B Read
on behalf of the Governing Body