



CAVERSHAM PARK PRIMARY SCHOOL

Anti Bullying Policy

Legal Framework

The law says that "Every school must have measures in place to prevent all forms of bullying." (DfE July 2017)

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.

Whilst a key provision in The Equality Act 2010 is the Public Sector Equality Duty (PSED), which came into force on 5 April 2011 and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

Maintained schools are required to comply with the PSED.

School staff, headteachers and governors are best placed to decide how best to respond to the particular issues that affect their pupils. There is no single solution to bullying which will suit all schools. (DfE 2017).

The Purpose of this Policy

This policy seeks to:

- Ensure that the children who attend Caversham Park Primary School learn in a supportive, caring and safe environment without fear of being bullied
- Ensure that everyone is mutually valued and respected in line with the Equality Act 2010
- Ensure that the whole school community has a shared understanding of what bullying is and the detrimental affect it can have on well-being and achievement
- Provide information to all staff, parents / carers and children about what we should all do to prevent and deal with bullying
- Ensure that staff, parents / carers and children work together to ensure a safe and inclusive learning environment for all and to safeguard children who experience bullying
- Prevent bullying from happening between children who attend Caversham Park Primary School
- Outline the consequences for those who show bullying behaviour
- Make sure that bullying is stopped as soon as possible if it does happen
- Prevent, de-escalate and / or stop any continuation of harmful behaviour
- Ensure all bullying behaviours are taken seriously, recorded and responded to in a proportionate and consistent way

- Ensure those using bullying behaviour are supported to change their behaviour
- Encourage children who attend Caversham Park Primary School to adopt agreed standards of behaviour in order to develop a sense of right and wrong and the ability to take responsibility for their own actions
- Ensure that those involved in bullying behaviour receive the support they need

What is Bullying?

At Caversham Park Primary School, we recognise that "Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyberbullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences." DfE 2017.

Bullying encompasses a range of repetitive and intentional behaviours, which may be combined and may include the behaviours and actions set out below:

Verbal Abuse:

- Name-calling
- Saying nasty things to or about a child or their family

Physical Abuse:

- Hitting
- Pushing
- Physical assault

Emotional Abuse:

- Making threats
- Undermining a child
- Excluding a child from friendship group or activities

Cyberbullying / Online Bullying:

- Excluding a child from online games, activities or friendship groups
- Sending threatening, upsetting or abusive messages
- Creating and sharing embarrassing or malicious images or videos
- "trolling" - sending menacing or upsetting messages on social networks, chatrooms or online games
- Voting for or against someone in an abusive poll
- Setting up hate sites or groups about a particular child
- Creating fake accounts, hijacking or stealing online identities to embarrass a child or cause trouble using their name

Sexual and Sexist Bullying:

- Sexual comments, taunts and threats; "banter" of a sexual or sexist nature; sexualised and sexist language
- Non-consensual physical contact; interfering with clothing
- Upskirting
- Distributing sexual material; sending photographs or videos of a sexual nature
- Making phonecalls or sending texts, messages or films of a sexual nature; inciting others to share sexual imagery
- "Games" with a sexual element
- Pressure to spend time alone or apart from others with another person, or people (e.g. in the toilets)
- Pressure to be in a relationship with another person, or to engage in a sexual act with another person
- Spreading rumours about another person's alleged sexuality

At Caversham Park Primary School, in accordance with *Keeping Children Safe in Education (DfE: September 2024)* we are committed to respond to all reports and concerns of child on child sexual violence and sexual harassment, including those that have happened outside of the school or college premises, and or online.

At Caversham Park Primary School, we believe that stopping aggressive behaviour and ensuring immediate safety from physical acts is a priority. However, we also recognise that emotional bullying can be damaging and believe that the use of offensive language can likewise have a significant impact on its target. Therefore, at Caversham Park Primary School, we are committed to putting early interventions in place to establish clear expectations of type of behaviour that is and isn't acceptable (*please see school Behaviour Policy*).

Bullying is not one-off acts of aggression or nastiness. Such behaviours if repeated however, may be viewed as bullying. At Caversham Park Primary School, in our anti-bullying work, we try to avoid referring to individuals as "bullies" and "victims" as these terms label children in unhelpful ways.

Friendship Issues, Relational Conflict and Bullying Behaviour

We acknowledge that friendship problems and bullying behaviour can be upsetting for both children and their parents / carers. However, it is important to distinguish between the two, as the responses to friendship problems will be different to the strategies used to address bullying behaviour.

Children will fall in and out with each other, have arguments, stop talking to each other and have disagreements. This relational conflict can be a normal part of growing up. During a relational conflict or friendship problem, groups of pupils may disagree, be very upset and find it difficult to resolve the disagreement without adult help. It is unlikely however, to be repeated behaviour and may even be accidental, but children will try to resolve the problem and will want to resolve the problem.

However, we recognise that repeated friendship problems or relational conflict can sometimes lead to bullying behaviour: particularly when there is an imbalance of power (when a group persistently and intentionally acts against an individual for example).

Procedures

At Caversham Park Primary School, **we believe that:**

- Children should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children, to keep them safe and operate in a way that protects them.

Whilst **we recognise that:**

- Bullying causes real distress and affects a person's health and development
- In some instances. Bullying can cause significant harm
- All children, regardless of age, gender, disability, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm and abuse
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

At Caversham Park Primary School, **we will seek to prevent bullying by:**

- Developing a code of behaviour that sets out how everyone involved in our school is expected to behave, in face-to-face contact and online, and within and outside our school (*please see school Behaviour Policy*)
- Promoting our school learning behaviours throughout the school day and across our curriculum
- Delivering PSHCE lessons to develop an understanding of safety and how to stay safe

- Delivering PSHCE lessons to develop an understanding of bullying, its impact and ways to respond to bullying situations
- Delivering PSHCE lessons to develop an understanding of similarities and differences and the unacceptability of all forms of prejudice and bullying
- Delivering focussed small group work interventions to support those who need extra help to develop their social and emotional aspects of learning
- Delivering e-safety lessons across the curriculum and through assemblies and visual reminders across the school
- Delivering whole school assemblies to develop an understanding of bullying, its impact and to encourage reporting
- Whole school participation in annual activities and events such as: Anti-Bullying Week, Safer Internet Day, Black History Month, International Women's Day etc.
- Administering pupil surveys about well-being in order to inform developments
- Holding regular discussions with staff, volunteers, children and parents / carers about bullying and how to prevent it
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including, racist, sexist, homophobic, transphobic and sexual bullying
- Actively creating "safe spaces" for vulnerable children e.g. Lunch Club and / or Positive Play at lunchtimes
- Putting clear and robust anti-bullying procedures in place.

Our regular discussions with staff, volunteers, children and parents / carers will focus on:

- Everyone's responsibilities to look after one another and uphold our school behaviour policy
- Respecting the fact that we are all different
- Making sure that no one is without friends
- Dealing with problems in a positive way

Responding to Bullying

Early identification of bullying is the most effective way of minimising bullying behaviour and the effects on the person being bullied. We also acknowledge that the child doing the bullying needs to understand that their behaviour is unacceptable and that they will need support to change their behaviour and explore the underlying reasons for bullying.

At Caversham Park Primary School, when a child or their parent / carer speaks out about bullying, we are clear in our intention that:

- They will be listened to
- Their concerns will be taken seriously
- The matters will be investigated
- Together we will find a way to tackle it
- Someone will be there to help and support them

Please see *Appendix 1: Flow Chart for Dealing with Incidents of Bullying at Caversham Park Primary School*

At Caversham Park Primary School, we will make sure that our response to incidents of bullying takes into account:

- The needs of the person being bullied
- The needs of the person displaying bullying behaviour
- The needs of any bystanders
- Our organisation as a whole

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

Support for Children who are Bullied

Bullying can happen to all children and it can affect their social, mental and emotional health. At Caversham Park Primary School, we are committed to supporting children who are bullied and we make appropriate provision for a child's needs. The nature of which, depending on the individual circumstances and the level of need. This can include:

- support from the child's teacher and / or teaching assistant
- support from a school Emotional Literacy Support Assistant (ELSA)
- the Headteacher / Designated Safeguarding Lead (DSL) making an Early Help Referral to the Children's Single Point of Access for external support services or
- the Headteacher / DSL making a referral to Child and Adolescent Mental Health Services (CAMHS)

Support for Children who are Displaying Bullying Behaviours

At Caversham Park Primary School, we follow the **therapeutic thinking** approach to behaviour, which is endorsed by Brighter Futures for Children (responsible for delivering Children's Social Care, Early Help and Education Services across Reading) (*see school Behaviour Policy*).

Children who display antisocial behaviour, which causes harm or distress to an individual, in the form of bullying behaviours, are managed and supported in line with how we respond to and manage antisocial behaviours in our school (*see school Behaviour Policy - Appendix 1*)

Bullying outside the School Premises

At Caversham Park Primary School, we understand that school staff members have the power to discipline pupils for misbehaving outside the school premises "but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it will be investigated and acted on. The headteacher will also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed (*DfE 2017*).

Cyber-bullying

The Education Act 2011 amended the power in the Education Act 1996 to provide that when an electronic device, such as a mobile phone, has been seized by a member of staff who has been formally authorised by the Headteacher, that staff member can examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.

Support for Staff who are Bullied

As Caversham Park Primary School, whilst we recognise that it is important to take measures to prevent and tackle bullying among children, we also firmly believe that the bullying of staff, whether by children, parents / carers or colleagues is unacceptable. Any reported incidents of bullying from a member of staff will be taken seriously and dealt with.

Links with Other School Policies and Practices

This policy links with a number of other school policies and practices including:

- Behaviour Policy
- Safeguarding (including Child Protection) Policy
- Equality Policy
- E-Safety Curriculum
- Inclusion Policy
- RSHE Policy
- Dealing with Violence, Abuse and Threatening Behaviour Policy
- Complaints Procedures
- Pupil Internet Agreement
- Disability Equality Scheme
- The recording of Racial & Other Discriminatory incidents
- The teaching of PSHE Education
- Staff Code of Conduct

Monitoring & Review

This policy is reviewed at least once every two years as well as if incidents occur that suggest the need for review. It may, however, be reviewed if the government introduces new regulations, or if recommendations are received on how the policy might be improved.

Policy Date	Review Date
September 2025	September 2026

Appendix 1: Flow Chart for Dealing with Incidents of Bullying at Caversham Park Primary School

The following flow chart details how incidents of bullying are dealt with at Caversham Park Primary School:

Request for support made

- child informs a member of staff, either verbally or on a slip of paper posted in a class "worry box" that they are the victim of bullying behaviour from other child or group of children
- a witness reports bullying behaviours of an individual child or a group of children towards an individual
 - Report of bullying behaviour made by a member of staff
 - Report of bullying behaviour made by a parent / carer

The member of staff who has received the report meets with the child, who has experienced the bullying behaviour, so that the reported incident can be discussed. Another member of staff, with whom the child has a good relationship and / or a school ELSA may be included in this meeting.

- Class teacher to record the reported incident and the meeting discussion in the Class Behaviour Log and on CPOMs (online recording system used in school which can be viewed by all teachers, the SENDCo and the ELSAs)
- ELSA to add any relevant, additional information to the Class Behaviour Log and on CPOMs

Class Teacher (or the Headteacher if this is the person whom the child experiencing the bullying behaviour has informed first) informs the parents / carers of both the child experiencing the bullying behaviours and the child / children doing to bullying behaviours.

- Class teacher (or Headteacher, if involved at this stage) to record the discussions with both sets of parents / carers in the Class Behaviour Log and on CPOMs
- Headteacher, or in her absence, the Deputy Headteacher to invite both sets of parents / carers into school to meet separately with her. Headteacher to update actions on CPOMs

Headteacher (and if necessary / relevant another member of staff) to meet with the parents / carers of the child experiencing the bullying behaviours and the parents / carers of the child / children displaying the bullying behaviours to discuss the situation and to put a plan of action in place.

- Child experiencing the bullying behaviours: support action plan and interventions put in place, including time scales
- Child / children displaying the bullying behaviours: interventions / consequences put in place in accordance with the school Behaviour Policy (this may include a Therapeutic Plan or an Exclusion)
 - Headteacher to write up a record of the meetings and update actions on CPOMs
 - Copies of supporting documents given to parents / carers

Follow up meeting led by the Headteacher and the class teacher and / or ELSA with the child who has experienced the bullying behaviours and their parents / carers

- Headteacher to write up a record of the meeting and update record on CPOMs
 - Copies of supporting documents given to parents / carers