

CLOCKHOUSE PRIMARY SCHOOL



Anti-Bullying Policy

(to be read in conjunction with the Behaviour and Discipline Policy)

Mission Statement

Our School - A family and a home for everyone

Working and Learning together to be the best that we can be

Our Vision

We are not just a school, we are home!

We lay the foundations for each individual's future and for dreams to be fulfilled - whatever they may be. No two bricks are the same but are accepted for their uniqueness and are placed in their own special way to meet their needs.

The cement bonds us together as a family to keep us strong, stable and safe.

We are all safe and happy under one roof, we are protected from the elements and prepared to weather every storm.

The key to success unlocks the door to future achievements unseen before.

The windows show us the reflections of our future self as ready, respectful and responsible adults.

Collaboratively, together our home is decorated with challenge and the rooms are furnished with fun.

All around, a variety of trees grow naturally from the seed of success, with nurture and care anything is possible.

So we are not just a school, we are a home that provides a champion for all as well as timeless experiences and skills for a brighter future.

And that is why we are called Clockhouse.

Ring the bell, we're always here!

School Aims

- To enable all children, members of the school community and the wider community to contribute to school life.
- To promote high standards and provide opportunities for all to achieve their full potential.
- To encourage a sense of self-worth and confidence empowering children to fulfil a contributing role in society.
- To create a diverse and challenging learning environment in which children are cared for and feel safe.
- To provide leadership and management which focuses on raising standards and promoting the personal development and well-being of all members of the school community.

Introduction

At Clockhouse Primary School we are committed to providing a friendly, secure and safe learning environment for all our pupils. We believe that everyone should be treated fairly, with respect and courtesy and that consideration should be given to all people, their feelings and their opinions.

In promoting and developing this caring ethos at Clockhouse Primary School we are committed to the belief that:

- Bullying of any kind is totally unacceptable (this includes directly and indirectly including cyber bullying)
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated fairly and with respect.
- Pupils who are bullying need to learn different ways of behaving.

What Is Bullying?

At Clockhouse Primary School we believe that **bullying** is the use of persistent aggression with the intention of hurting another person. We are aware that bullying can result in both physical and emotional pain and distress to the victim.

We define **Bullying** as:

The persistent desire to hurt, harm or intimidate others through the use of verbal, emotional or physical means

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting, threatening
- Physical - pushing, kicking, hitting, punching and any use of violence
- Racial - taunts, graffiti, gestures
- Homophobic - name calling, inappropriate use of the term 'gay'
- Verbal - name calling, sarcasm, spreading rumours, teasing
- Cyber Bullying - all areas of technology; Email, social networks, texting, messaging, digital images

As a school we work hard to recognise the difference between bullying and conflict when considering each individual situation.

Our Guiding Principles

At Clockhouse Primary School we state strongly that bullying in any form will not be tolerated and will be acted upon immediately in order to provide support to the victim and deal with the behaviours of the child /children considered to be bullying.

However we **do not** consider that **ALL** conflict incidents that occur between children are cases of bullying behaviour and are in agreement that:

- for most children growing-up involves learning how to build relationships with others and that this will often include squabbling, disagreements with each other and may even result in fighting with each other;
- conflicts will arise, that children may be very sensitive and that offence might and will be taken when none might have been intended;
- it is important to expose bullying issues in school openly and in a constructive manner, through both the structured curriculum and through school circle time and PSHE sessions, in order to highlight the many undesirable and alarming effects of bullying. Class and School Council Meetings also address the issues of bullying regularly.

Expectations of the Governors:

The Governing Body supports the school staff in all attempts to eliminate bullying from Clockhouse Primary School and emphasises that any incidents of bullying are taken seriously and dealt with appropriately.

The Governing Body reviews the effectiveness of the school policy on a regular basis. The Governors require the School to keep accurate records of all incidents of bullying and to report to the Governors, on request, about the effectiveness of school anti-bullying strategies.

The Governing Body will respond, within ten days, to any request from a parent/carer to investigate incidents of alleged bullying. In all cases, the Governing Body will notify the Headteacher and ask her to conduct an investigation into the case and to report back to a representative of the Governing Body.

Expectations of Staff:

All staff in the school have a responsibility to respond promptly and be aware of situations that could reflect instances of bullying. Expectations of all staff are that:

- they highlight children that seem isolated in class or from friendship groups;
- they react immediately to hurtful comments or criticisms that may occur during class discussions and reinforce the school's code of conduct and policy of bullying behaviours;
- pupil and parent concerns are listened to, heard and some reassurance provided as to a resolution to the highlighted issues;
- a member of the Leadership Team is informed of persistent highlighted behaviour;
- instances that may be considered as bullying and what actions have been taken are reported to a member of the Leadership Team via a written report.

In addition to the above, ALL staff are expected to ensure that:

- highlighted and identified problems are resolved by negotiation;
- problems are dealt with sensitively and calmly;
- incidents classed as bullying are dealt with promptly.

Expectations of Parents:

As a school we believe the role of parents to be vital in supporting and reinforcing the school's policy on bullying. If parents are concerned or believe that their child is a victim of bullying at school they are encouraged to:

- Report any concerns regarding bullying behaviour to their child's class teacher in the first instance;
- Work initially with the class teacher in dealing with the concerns highlighted;
- Report persistent concerning/bullying behaviour to a member of the Leadership Team;
- Work in collaboration with school staff in resolving conflict situations.

Procedures for dealing with Incidents of Bullying

Unfortunately some persistent cases of reported behaviour will be indicative of instances of bullying. In these instances the following actions will be taken:

- Support for the victim will be provided as quickly as possible. The child will be reassured that they will be listened to and that any thing they say will only be used to deal with the incidences which are causing distress;
- A member of the Leadership Team will be informed of concerns and become involved in the investigation process;
- The Leadership Team member will follow up the incident as quickly as possible making sure that written statements are taken from the children concerned and recorded on an incident sheet;
- The Leadership Team member will develop and implement actions designed to stop the bullying instances;
- If deemed appropriate the parents of children concerned will be asked to come into school to discuss the situation further and be informed of the actions the school has taken. Support from parents/carers will be expected;
- If necessary and appropriate, outside agencies such as the police will be consulted for advice and guidance;
- The bullying child and their parents will be informed of the schools policy on bullying and of the sanctions that may be imposed should there be a repeat of the bullying offences;
- At all times attempt will be made to support the bully (bullies) to change their behaviour.

Outcomes arising from dealing with bullying Incidents

- The bully (bullies) may be genuinely apologetic for their actions. This may take various forms – e.g. verbal apology, written apology, mediation.
- If possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Other consequences, in accordance with the schools Behaviour Policy, may take place and in serious cases, suspension or exclusion will be considered.

Prevention:

We will use a variety of strategies to prevent bullying where appropriate. These may include:

- Agreeing acceptable behaviours with various pupils with the involvement of their parents;
- Agreeing and signing a behaviour contract;
- Writing stories or poems or drawing pictures about bullying;
- Reading stories about bullying or having them read to a class or assembly;
- Making up role-plays or using circle time as a forum in which bullying is discussed;
- Encouraging the use of the 'Worry Boxes' to convey a concern or issue.
- Agreeing as a school on what we consider to be our 'core values' and reward children who promote these values.
- Promoting the schools 'Kindness Campaign' with all children and stakeholders

Monitoring and Review:

This policy is monitored on a day-to-day basis by the Leadership Team. The Headteacher will report to the Governing Body, regarding the effectiveness of the policy, on a termly basis via the Governing Body Report. The effectiveness of this policy will also be reviewed at the Governors Achievement and Standards Committee on a yearly basis or when required.

This policy has been reviewed and no individual or group are disadvantaged by the policy or process therein.

Date Reviewed: Autumn Term 2025

Review Date: As required / within the next 2 years

Signed: Chair of Governors Date:

Signed: Headteacher Date: