

Anti- Bullying Policy



Policy Owner: CPPS
Reviewed By: Governors
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Crestwood Park Anti-Bullying Policy

Vision Statement

Ensuring that children feel safe and secure when they are in school, is at the heart of all we do.

Bullying is seen as a completely unacceptable way of behaving and it will not be tolerated here at Crestwood Park.

The purpose of this policy is to-

- define what we term as bullying
- explain how bullying is dealt with when it arises
- describe strategies that are in place to keep bullying to a minimum.

Statement of Intent

It is Crestwood Park's intention to ensure that all children feel able to discuss any concerns they have concerning bullying with an adult in the full confidence that it will be dealt with immediately.

It is also essential that parents and children are educated to understand the nature of bullying and feel supported by the school should such an incident arise.

We are proactive in our approach to keeping bullying behaviour to a minimum and one aspect of this involves training and working with Pupil Anti-Bullying Ambassadors.

Crestwood Park aims to create a climate when bullying is seen as completely unacceptable behaviour.

Definition of Bullying

There is no legal definition of bullying. However, it is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online

Some forms of bullying are illegal and should be reported to the police.

These include:

- violence or assault
- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- hate crimes

Strategies for preventing bullying

The use of 'Circle Time' and PSHE lessons are essential in helping to prevent bullying. This gives all children the opportunity for airing their views and concerns. It also helps children that may consider bullying types of behaviour to hear how this makes other children feel.

We aim to create a climate where children are not afraid to talk to the trusted adults in school. In doing this, support can then be offered and early intervention can be made to prevent any potential bullying situation arising.

Similarly, should children not be able to talk to adults in school, parents and carers should feel sufficiently confident in raising concerns. We aim to build up a culture whereby our families trust us to deal with, and resolve, any issues.

We keep anti-bullying messages 'in mind' throughout the school year through activities delivered by the anti-bullying ambassadors, whole school assemblies and in registration tasks.

Our Pastoral team, the use of pastoral buddies and playground pals, helps to prevent bullying.

Lunchtime supervisors should be aware of the climate of encouraging children to report incidents and always make staff aware of any incident they feel necessary.

Training should be given so that lunchtime supervisors can keep children occupied during lunchtime, and a rota of activities is put into place. Regular meetings and check ins are held to support staff in dealing with emotional issues and helping in the prevention of bullying type behaviour on the playground.

Reporting and Recording Bullying

Children should be encouraged to report bullying initially to any trusted adult in school.

The guidance always given to children is they **must** tell.

- If this is a bullying incident it will be logged on the CPOMS system, with clearly identified action being indicated.

Both /all sets of parents/ carers should be informed via a telephone call, or face to face meeting held in a private manner.

On every occasion the word bullying is used the Head and or Deputy must be informed. However, it is important to ascertain that what is reported as bullying is not an isolated incident or very minor and therefore not bullying (see definition).

When the incident is reported by the parent and not the child, the same course of action will follow as outlined below.

It is essential that any report is initially responded to on the same day whenever possible.

Responding to an agreed bullying incident

From the initial report the adult involved will take the following course of action

- Talk to child individually and the other child/ren involved finding out exactly what happened.
- The class teacher, in liaison with the Headteacher/Deputy Headteacher will decide on a course of action to support the bullied child and issue a consequence(s) to the bully. It is always essential to support the bully to prevent this from reoccurring. Consequences given will very much take this into consideration.

Consequences to support the bully and resolve future incidents might include:

- Write letter of apology
- Miss a playtime or several playtimes/lunchtimes
- **When the incident is serious** (several incidents of physical harm, repeated and regular verbal abuse that has continued over a period of time or repeated threatening behaviour) the Head or Deputy will always be involved in investigating the incident and any action taken will be agreed between all parties and recorded on CPOMS.

Consequences to support the bully in this instance and resolve future incidents might include:

- Being in isolation from class for a day/days
- Suspension (fixed term)

- Investigations can include talking to other children who may be witnesses. Also, other children can be essential in helping to support the bullied child and the bully by an agreed course of action and support methods. This may involve our Pastoral team.
- Both the bully and bullied person should receive support to prevent this from happening again. A useful tool is for the bullied person to tell the bully how they make them feel. This can be difficult and can be done by letter if the bullied child feels more comfortable.
- It is also essential that regular reviews are held when parents are involved, or the incident is deemed serious. Weekly meetings should be offered to ensure that the bullied child is happier and that the bully is not repeating the same behaviour. A record of the meetings (and any conversations/ e-mails) will be kept on the CPOMS system.
- If bullying continues despite all the above strategies being in place, it is essential that further action is taken. Consequences can be always escalated, and parents should be involved. All such actions and consequences will continue to be recorded on CPOMs.

Roles and Responsibilities

Ultimately the Headteacher is responsible for dealing with all serious bullying incidents.

However, it is necessary to have an escalation of involvement and so the class teacher can initially deal with reports of incidents and then make the decision as to whether it requires escalation.

Consultation and participation

This policy is shared with staff in designated staff meetings and with governors annually. It works in conjunction with the Anti-Bullying Policy- Pupil Version.

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