



Anti-bullying Policy

What is Bullying?

Bullying is Behaviour by an individual or group, **repeated over time**, that intentionally hurts another individual or group either physically or emotionally

The aim of our anti-bullying policy

- To assist in creating an ethos in which attending Chestnuts Primary School is a positive experience for all members of our community.
- To make it clear that all forms of bullying are unacceptable
- To enable everyone to feel safe while at Chestnuts Primary School and encourage pupils to report incidents of bullying.
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and, as a result, to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of our school community feel responsible for helping to reduce bullying

Chestnuts Primary School has agreed the following objectives:

- To maintain and develop effective listening systems for children, young people and staff
- To involve all staff in dealing with incidents of bullying effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying
- To involve the wider school community (e.g. midday supervisors, part-time staff/volunteers) in dealing effectively with, and if necessary referring, bullying incidents.
- To communicate with parents and the wider school effectively on the subject of bullying.
- To acknowledge the key role of every staff member in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations.
- To promote emotional health and wellbeing across the whole school/setting and for all members of our community to role-model this in all situations



Chestnuts Primary School

'Encourage, Enable, Empower'

What we do to prevent bullying

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by:

- being supportive of each other
- providing positive role models
- conveying a clear understanding that we disapprove of unacceptable behaviour
- being clear that we all follow the behaviour policy
- Support each other in the implementation of this policy
- All members of the school community are expected to report incidents of bullying.

Through the development and implementation of this policy, Chestnuts Primary School trusts that all children, young people, parents/carers and staff will:

- Feel confident that everything is being done to make Chestnuts Primary School a safe and secure environment
- Know who can be contacted if they have any concerns about bullying
- Feel supported in reporting incidents of bullying
- Be reassured that action regarding bullying will take place.

Recording

All incidents, [either in or out of class] will be recorded by the school on an incident form and logged on the electronic recording system. Teachers or a senior member of staff [head teacher or deputy head] will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all children involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

Dealing with an Incident

Whenever a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

i) The school/setting community need to be made aware that when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has resulted. Chestnuts Primary School expects to support all involved by:

- Talking the incident through with all parties involved
- Supporting the person who has been bullied to express their feelings



Chestnuts Primary School

'Encourage, Enable, Empower'

- Supporting the person displaying the bullying behaviour to express their feelings
- Discussing which rule(s) have been broken
- Discussing strategies for making amends

ii) Measures will be in line with the school's behaviour policy

iii) Safeguarding procedures will be followed when child protection concerns arise.