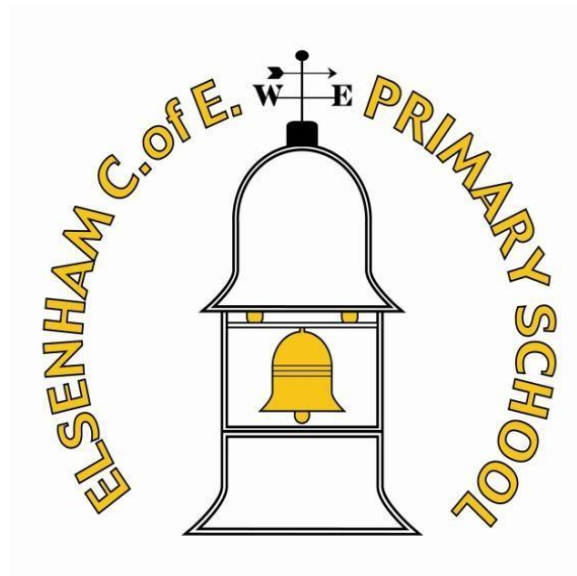


Elsenham C. of E. Primary School

Anti-bullying Policy Statement



Adopted by Governors

May 2025

Next review due by:

May 2028

*Everyone is someone in our church school community, becoming learners for life, ready to make a difference.
'So encourage each other and build each other up': 1 Thessalonians 5:11*

The purpose of this policy statement is:

- To prevent bullying from happening between children who are a part of our school or who take part in our activities.
- To make sure bullying is stopped as soon as possible if it does happen, and to ensure that those involved receive the support they need.
- To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

What is bullying?

Bullying can be defined as deliberate, hurtful behaviour and it can happen anywhere – at school, at home or online. It is usually repeated over a long period of time and can hurt a child both physically and emotionally. Bullying can be:

Physical – Hitting, kicking, or taking belongings.

Verbal - Name calling, making insulting, unkind or offensive remarks (including comments about someone's appearance or ability / disability).

Indirect – Spreading nasty stories or malicious rumours about someone, making unkind or insulting gestures towards someone, or excluding them from a social group.

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.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. Elsenham C. of E. Primary School is opposed to any form of bullying, as defined above. Throughout the school we encourage all members of the school community (children and adults) to treat everyone with kindness and respect.

We will seek to prevent bullying by:

- Promoting positive management of behaviour as set out in our [Behaviour and Relationships Policy](#)
- Teaching and valuing respect and tolerance throughout our curriculum
- Explicitly teaching our school [rules and values](#)
- As part of the school ethos, and through the school curriculum in [PSHE](#) (Personal, Social, Health Education), we will try to ensure that pupils develop respect for one another, and understand the rights of others within the school community.
- Putting clear and robust anti-bullying procedures in place
- Encouraging a culture of speaking out
- Creating and supporting an inclusive environment which promotes a culture of mutual

- Respect and tolerance, consideration and care for others, which will be upheld by all.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values of inclusion and equality, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.

Responding to Bullying:

We will make sure 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 and our school as a whole.

If the school has to respond to an incident of bullying, the following procedures will be used in connection with the offender:

- The school's opposition to such behaviour will be made clear to the offender
- The reasons for the school's opposition to bullying will be explained to them
- They will be made aware of the effects that their actions have
- There will be consequences in line with our school behaviour policy on a case by case basis.
- They will be encouraged to see the victim's point of view
- The parents of the offender will be informed of the school's policy that bullying is not tolerated
- The parents will be supported in trying to discourage their child from using bullying behaviour at school, at home or elsewhere
- Steps will be taken to ensure that, as far as possible, such behaviour is not repeated
- The nature and response to an incident of bullying will be logged on MyConcern (our safeguarding platform) and reported.

The following procedures will be used in connection with the victim:

- The school will contact their parents
- They will be listened to and reassured
- The school will ensure that they have access to comfortable and safe areas for play and break times which are sensitively supervised
- The school will provide ongoing support; this may include: working and speaking with staff, offering learning mentoring or direct support from our Pastoral Lead
- Where necessary, the school may work with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

Throughout the school, discussion, circle time/ PSHE lessons and the School Council will be used as an anti-bullying strategy, especially following an incident of bullying.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Responsibilities:

The role of Governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school.

This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher 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 role of the Headteacher

It is the responsibility of the Headteacher to implement the school's anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the Anti-bullying Policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of the children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why there are consequences for a pupil. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies via Essex County Council, such as Behaviour Support.

The Headteacher ensures that all staff receive sufficient training and support to be equipped to deal with all incidents of bullying.

The Headteacher sets the school climate of mutual support, encouragement and building each other up, thus making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher and support staff

Staff support all children in their class and establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Teachers and support staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers or support staff witness an act of bullying, they do all they can to support the child who is being bullied.

If a child is being bullied, then, after consultation with the Headteacher, the teacher informs the child's parents.

We record incidents of bullying using MyConcern. If any adult witnesses an act of bullying, they should report it and record the event in the log. This includes incidents that occur outside lesson time, either near the school or on the children's way home or to school.

Teachers' training enables them to become equipped to deal with incidents of bullying and behaviour management.

The role of parents

Parents who are concerned that their child might be bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or the Key Stage Leader immediately. Parents have a responsibility to support the school's Anti-bullying Policy and to actively encourage their child to be a positive member of the school and work alongside the school in seeking a positive resolution.

Monitoring and review:

This policy is monitored by the SLT.

This Anti-bullying Policy is the governors' responsibility and they review its effectiveness regularly.

This responsibility is delegated to the School Improvement Committee who discuss the school's incident log with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Useful Links and Supporting Organisations:

[Anti-Bullying Alliance](#)

[Childline | Childline](#)

[NSPCC | The UK children's charity | NSPCC](#)

[YoungMinds | Mental Health Charity For Children And Young People | YoungMinds](#)

[Internet Watch Foundation IWF](#)

[Homepage - UK Safer Internet Centre](#)