



Anti-bullying Policy

Ratified:	January 2025
Chair of Governors:	Marie Linnane
Review:	January 2028

ANTI-BULLYING POLICY

(Please also refer to **Behaviour Policy**)

Introduction

We are committed to providing a caring, friendly and safe environment for everyone at Cuffley, so we can teach and learn in a relaxed, happy and secure atmosphere.

Bullying of any kind is unacceptable at our school. If bullying does occur, individuals should feel able to share their concerns promptly and effectively. We are a *sharing* school. This means that *anyone* who knows that bullying is happening is expected to share any of the staff at school. All staff are trained in child protection and safeguarding and will be sensitive to both the context and situation. Staff may then share this information with our Designated Safeguarding Leads (DSLs).

Aims

- To ensure all governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- To ensure all governors, teaching and non-teaching staff, pupils and parents should know what the school policy is on bullying, and follow it when bullying is reported.
- To demonstrate that we take bullying seriously and that everyone can be assured that they will be supported when bullying is reported.
- To make clear that bullying will not be tolerated.

What Is Bullying?

Bullying is:

When an individual or a group **deliberately** hurts another person or makes them feel unhappy on numerous occasions. Bullying behaviour is behaviour which is repeated over a period of time and is difficult for the victim to defend themselves against. Bullying may be **racist, sexist, homophobic or highlight other differences**. People can be bullied for any reason; because of the way they look, because of their religion, their age, or because of a learning or physical disability for example.

Whatever the reason, bullying is never acceptable and will not be tolerated. Bullying can take many forms, but four main types are:

- **Physical bullying** which may include: hitting, kicking, spitting or taking money/belongings.
- **Verbal bullying** which may include: name-calling, insulting, interrupting or making racist, sexist, homophobic or offensive remarks.
- **Indirect bullying** which may include: excluding or ignoring, spreading gossip or damaging property.
- **Online bullying** which may include: offensive or abusive emails, text messages, messages on message sharing forums, such as WhatsApp, or posts on social media websites. This also could include sharing or posting indecent/unwanted photos. We believe that bullying someone by email or text messages is still hurtful and will be dealt with in the same manner.

We understand that this is not a definitive list and that other examples may occur.

What bullying is not:

It is important to understand that bullying is not the occasional falling out with friends, name-calling, arguments or single incidences of excessive physicality. These will be dealt with in line with our behaviour policy. It is bullying if it happens **several times with intent**.

People sometimes fall out and say or do things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying because it is not ongoing and targeted to one individual. We all have a responsibility to respond to these situations appropriately and develop skills to repair relationships when situations arise.

It is an important part of children's development to learn how to respond to friendship breakdowns and incidents of unkindness. These lessons will be covered throughout the year in our PSHE lessons and in class when necessary.

Why is it important to respond to bullying?

No one at Cuffley deserves to be a victim of bullying. Everybody has the right to be treated with respect no matter who they are. Those who are found to be bullying will be supported by the school to find and learn different ways to act and react. As a school, we have a responsibility to respond promptly and effectively to issues of bullying.

Victims of bullying may feel unable to report incidents that have occurred. They may feel scared or powerless to the bully and therefore, bystanders are encouraged to report what they have seen. Witnesses should report bullying and will be supported in remaining anonymous, if desired.

Signs and Behaviours

An individual may show signs or behaviours that they are being bullied. Everyone should be aware of possible signs and that they should investigate if someone:

- is frightened of travelling to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens self-harming or suicide
- runs away from school
- cries themselves to sleep at night or has nightmares
- continually and frequently feels ill in the morning
- begins to perform poorly in school
- comes home with damaged possessions
- asks, steals or has monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable at school or at home
- stops eating
- is frightened to say what's wrong

- gives improbable excuses for any of the above
- is afraid to use the internet or becomes nervous and jumpy when on online.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures and Actions

- Individuals should report all incidents of alleged bullying or threats of bullying to relevant and appropriate staff, who should log the details and escalate it to the senior leadership team
- Any incidents of bullying must be reported to the headteacher; which will be recorded and contribute to a termly report to the Governing Body and the Local Authority
- In serious cases parents or carers of both bully and victim will be informed and may be asked to come into a meeting to discuss the situation. Consequences and sanctions may take place as per the behaviour policy.
- If possible, both parties will be supported to reconcile the situation and the relationship. This situation will be monitored to ensure repeated bullying does not take place.
- If necessary and appropriate, external agencies will be consulted.
- In serious cases, exclusion will be considered (as per the behaviour policy)

Promoting Good Behaviour

At Cuffley, we actively promote good behaviour and we educate our children about bullying. We follow the recommendations of expert organisations such as the NSPCC and the PSHE Association.

Our strategies include:

- having high expectations of behaviour
- sharing our school values
- holding assemblies to celebrate weekly achievements and kindness as well as events such as Anti-Bullying Week, Mental Health Week and Neurodiversity Week
- explicit teaching of British Values
- actively using the Zones of Regulation to encourage emotional literacy and develop emotional intelligence
- writing and referring to a set of class rules and our behaviour policy.
- encouraging restorative justice after any incidents
- reading, writing and acting out social stories
- listening to and singing poems and songs about friendship and kindness
- frequent PSHE lessons on relationships and living in the wider world
- parent information/workshops to understand bullying, keeping safe online and our school response to behaviour and bullying.

Helpful Organisations

Advisory Centre for Education (ACE)
Children's Legal Centre
KIDSCAPE Parents Helpline
NSPCC
Family Lives
Youth Access
Bullying Online

www.ace-ed.org.uk/
www.childrenslegalcentre.com
www.kidscape.org.uk
www.nspcc.org.uk
www.familylives.org.uk
www.youthaccess.org.uk
www.bullying.co.uk

Visit www.thinkyouknow.co.uk for further support on the dangers of technology.