

CAVERSHAM PRIMARY SCHOOL



Caversham Primary School Anti- Bullying Policy

November 2025

Review: November 2027

Caversham Primary School Primary School is a Rights Respecting School. School policies will respect the UN Convention on the rights of the child.

Article 28: Children have the right to a primary education. Discipline in schools should respect children's dignity.

Article 19: You have the right to be protected from being hurt and mistreated in body or mind.

This policy has been developed and implemented in consultation with the whole school community including pupils, parents/carers, staff, governors and partner agencies. It was written with reference to the Equality Act 2010.

Caversham Primary School promotes values which reject bullying behaviour and promote co-operative behaviour. **Tackling bullying matters.**

This should be read alongside our policies on Equality and Diversity, Teaching and Learning, Special Educational Needs, Behaviour and Safeguarding.

This policy is based on the model policy produced by the 'Anti- Bullying Alliance'.

Statement of Intent

Caversham Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner, in line with our therapeutic behaviour approach. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the headteacher. A clear account of the incident will be recorded on our online child protection system (CPOMs). Staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed. We will work with the victim of bullying to ensure that they are supported to feel safe and to minimise the impact of any bullying that has occurred. We will also work with the perpetrator to identify the root cause of the bullying behaviour, provide support where necessary and provide strategies to change future behaviours.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

At Caversham Primary School, our definition of bullying is:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"



With the pupils we can use the following simple definition:

Several Times On Purpose - STOP!

Start Telling Other People - STOP!

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of

school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.
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National research has shown that some groups of pupils are particularly vulnerable to bullying. These include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBTQ+ pupils and those perceived to be LGBTQ+.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online - use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic - because of gender identity or perceived gender identity

Recognising bullying

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking 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
- cries themselves to sleep at night or has nightmares
- says they feel ill in the morning
- displays decreased involvement in school work
- returns home with torn clothes or damaged possessions

- is missing possessions
- asks for money or starts stealing money
- has unexplained cuts or bruises
- gives improbable excuses for any of the above
- is bullying other children or siblings
- displays a lack of appetite
- is frightened to say what's wrong
- is afraid or unwilling to use the internet or mobile devices
- is nervous and jumpy when a cyber-message is received
- lack of eye contact
- becomes aggressive, disruptive or unreasonable - change of behaviour and attitude at home or school
- becomes short tempered

Although the signs outlined above may not be due to bullying, they may be due to deeper social, emotional or mental health issues, so are still worth investigating.

Pupils who display a significant number of these signs are approached by a member of staff, to determine the underlying issues, whether they are due to bullying or other issues.

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy including a child/pupil friendly version of our policy.
- Using assemblies and circle time in class to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Working in school to develop empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional learning programmes, circle time, peer mediation and playground buddies.
- Securing the safety of the target of bullying
- Taking actions to stop the bullying from happening again
- Reflecting on what we have learned- Individual and whole school learning
- Being always mindful of any safeguarding concern and reporting concerns to Designated Safeguarding Lead.
- Providing assurances to any child that has concerns that they have been listened to and that action will be taken.

- Considering who else is involved and what roles they have taken.
- Sending clear message that the bullying must stop.
- Working with both parties to find solutions.
- Identifying the most effective way of preventing re-occurrence and any consequences.
- Reflecting and learning from bullying episodes -consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through regular e-safety lessons.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school.
- Focused work with individuals and groups of pupils where required to support understanding and development of social skills e.g. social skills groups, ELP (Emotional Literacy Practitioner)
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and that others also have the right to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA

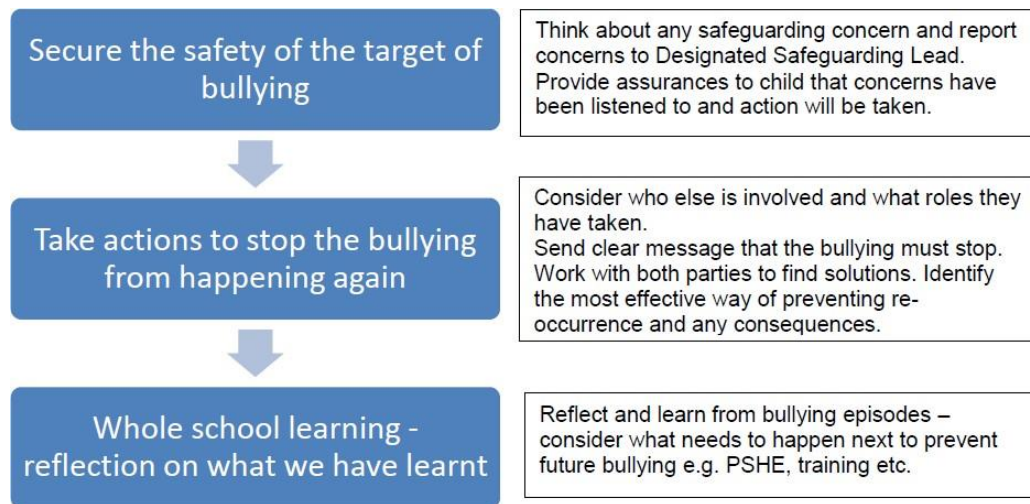
Each class has a 'worry box' where children can report their concerns if they do not feel confident speaking to an adult. Children can also report their concerns via our online worry box accessed through our school website.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to school staff. This is normally the class teacher or a member of the Senior Leadership Team.

When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

Responding to Bullying



We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil surveys, during circle times and PSHE lessons and through School Council meetings.

All staff are required to complete a CPOMs incident log when dealing with incidents of bullying. This should be completed as soon as possible. This will be seen and actioned by a member of the safeguarding team (either a DSL or a Deputy DSL).

Procedures for parents:

- If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the headteacher. The headteacher is always informed of any bullying concerns at Caversham Primary School and monitors the situation carefully.

- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher.

- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.

- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.

- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.

- If parents feel that their concern has not been dealt with appropriately they should follow the school's complaints policy.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.