

# Stock Church of England Primary School



## Anti-bullying Policy

Date Agreed by Governing body: April 2026

For review: April 2028

## Introduction

This document is a statement of the aims, principles and strategies for dealing with bullying at Stock C of E Primary School.

At Stock C of E Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

If bullying does occur, our pupils should feel confident to tell others and know that incidents will be dealt with promptly and effectively in accordance with the guidelines provided within this policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. Every member of the school community has the right to feel secure and be free from intimidation and harassment. Equally every member of the school community has the responsibility to care for each other and themselves. Staff at Stock work proactively to minimise the likelihood of bullying behaviour occurring and deal with incidents that do occur in a way that is most likely to stop the bullying and support both the targets of bullying and the bullies.

Every member of Stock staff seeks to actively raise the self-esteem of every pupil at every opportunity. Stock staff recognise that self-esteem and assertiveness are two vital ingredients in the bullying equation. People who have low self-esteem can either withdraw into a lonely 'shell' (thereby becoming potential victims of bullying) or may constantly try to regain a sense of personal power by annoying or hurting others (thereby becoming potential bullies).

We want to ensure that every child at Stock:

- Understands how important it is to be kind and friendly to others so that all children feel safe and secure every single day;
- Feels supported if they are having problems with other pupils;
- Understands the meaning of bullying;
- Knows to tell an adult if they are being bullied or someone else is being bullied (we are a 'telling' school)

Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Roles and responsibilities:

The Head Teacher – Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, the Local Authority and outside agencies.

Aims and objectives of this policy:

The aim of this policy is to prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies, headteacher assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons) will be used throughout the school to teach children how to look after themselves and others and reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

What is Bullying?

It is important that all stakeholders have a common understanding of what bullying is. The school has adopted the following definition, which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves. We use the acronym STOP to explain bullying– it happens Several Times on Purpose. Bullying is mean and results in worry, fear, pain and distress to the victim.

Bullying can be:

Emotional	Being purposefully hostile, excluding on a regular basis and encouraging others to do the same, tormenting (e.g. hiding books, threatening gestures)
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Racial taunts – making fun of culture, skin colour or religion
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focussing on the issue of sexuality
Direct or Indirect Verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber Bullying	All areas of internet, such as email and internet chat Twitter, Facebook misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities, Ipad, games consoles. Please see our separate policy on Internet Safety for further information.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground, at home, via social media. Bullying may also happen on the way to and from school.

Signs and symptoms

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

- is frightened of walking to or from school;
- changes their usual routine/route to school;
- doesn't want to go to school;
- becomes withdrawn, anxious or lacking in confidence;
- starts stammering;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning;
- begins to under perform in school work;
- comes home with clothes torn or books damaged;
- has possessions which are damaged or go "missing";
- becomes aggressive, disruptive or unreasonable;
- starts swearing or using aggressive language for no apparent reason;
- is bullying other children or siblings;
- stops eating;
- comes home hungry (lunch has been stolen); • is frightened to say what's wrong;
- is afraid to use the internet or mobile phone;
- is nervous or jumpy when a cyber-message is received;
- has lack of eye contact;
- becoming short tempered;
- change in attitude to people at home;
- has unexplained bed wetting;
- has obvious distress but an unwillingness to discuss feelings;
- has obsessive behaviour;
- gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

#### Procedures for Reporting and Responding to Bullying Incidents:

All staff will respond calmly and consistently to all allegations and incidents of bullying at Stock C of E Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Children are reminded regularly to report all bullying allegations and incidents to staff.
2. All known incidences of bullying will be investigated by the teacher or a member of the senior management team. The deputy headteacher or headteacher will be notified.
3. All children reporting an incident of bullying will be listened to and taken seriously.

4. Staff will make sure the victim is and feels safe.
5. Appropriate advice will be given to help the victim.
6. Staff will listen and speak to all children involved about the incident separately.
7. The problem will be identified and possible solutions suggested.
8. Staff will attempt to adopt a problem-solving approach and encourage 'the bully' to take ownership of their behaviour. All interactions will be solution-focussed and constantly refer to our school motto and behaviour policy.
9. If appropriate the teacher will organise a 'circle of friends' to support the victim.
10. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
11. Staff will reinforce to the bully that their behaviour is unacceptable.
12. If possible, the pupils will be reconciled.
13. An attempt will be made, and support given, to help the bully understand and change their behaviour.
14. all cases of bullying will be recorded by staff on CPOMS
15. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
16. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
17. Bullying incidents will be discussed regularly at staff meetings.
18. The safeguarding Governor will be informed of any serious cases.
19. If necessary and appropriate, Social Services or the police will be consulted.
20. If necessary, counselling may be arranged for any children involved in the incident.
21. All incidents of racist bullying will be treated as racist incidents and recorded in line with the Essex guidance given for dealing with prejudice-related incidents

The following sanctions may be used when dealing with incidents of bullying:

- Follow behaviour policy
- Apologise to the victim(s) verbally or in writing;
- Lose playtimes/lunchtimes;
- Parents may be invited in to school;
- Be removed from class and work in isolation;
- Suspension;
- Permanent exclusion.

What can you do if you are being bullied?

The children were all asked this question and we have included some of their strategies in the list below:

- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.

- Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Get away as quickly as you can.
- Tell someone you can trust – it can be a teacher, a learning support assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and post it in the 'Worry' box.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep on speaking out until someone listens and helps you.
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Call ChildLine.

What can you do if you see someone else being bullied? (*The role of the bystander*)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. The children have also discussed this question in class and some of the strategies they suggested are listed below:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.

### Strategies for the Prevention and Reduction of Bullying

At Stock C of E Primary School we use a variety of methods to support children in preventing and understanding the consequences of bullying through:

- class assemblies;
- headteacher assemblies;
- PSHE lessons;
- the school Vision;

Children's views on how safe they feel at Stock are gathered throughout the year. We are a 'listening school' and we take our pupils' concerns and worries seriously.

Whole school expectations are agreed by the school community; rewards and sanctions are used consistently across the school in order to maintain a positive ethos of caring and respect for each other. Children are actively encouraged to recognise that the culture of Stock is against bullying and all members of the school community have a responsibility to stop bullying.

Children are encouraged to talk about bullying in PSHE lessons. Whole school 'friendship' and 'anti-bullying' activities are regularly organised to facilitate deeper discussions and explicitly model correct behaviours. Staff regularly discuss the importance of being kind and respectful to others. This lets children know that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour. Our pupils are reminded to welcome others into friendship groups rather than exclude them. Staff reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.

#### Advice to Parents/Carers

As the parent or carer of a child whom you suspect is being bullied it is advisable to take the following actions :

- Report bullying incidents to the class teacher - the incidents will be recorded by staff and the Headteacher will be notified

It is advisable not to:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
- Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

#### Bullying of Children with Special Educational Needs

Stock C of E Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are. We have some children who have learning disabilities and/or communication difficulties. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and we are therefore particularly vigilant at all times.

#### Monitoring and Evaluation of the Policy

To ensure this policy is effective, it will be regularly monitored and evaluated.