



## **Great Waltham C of E Primary School**

### **Anti-Bullying Policy**

Adopted by Staff and Governors: September 2025

To be reviewed: September 2026

Our Christian vision is underpinned by Jesus' example of love for all and is summarised in 1 Corinthians 16:14.

***'Let all that you do be done in love.'***

*(1 Corinthians 16:14)*

We **ASPIRE** for all our children to be confident, happy and caring individuals, to love as Jesus shows us and to develop a love of learning, living responsibly in God's world.

**Behaviour Principles:**

- Every pupil understands they have the right to feel safe, valued and respected, and learn free from the disruption of others.
- As a church school we promote honesty, empathy and love, allowing children to take ownership over their mistakes and to say sorry for behaviours that impact others.
- Pupils are helped to take responsibility for their actions and to reflect upon their behaviour.
- All pupils, staff and visitors are free from any form of discrimination.
- Staff and volunteers set an excellent example to pupils at all times.
- Rewards and sanctions are used consistently by staff, in line with the behaviour policy.
- We seek to give every child a sense of personal responsibility for his/her own actions.
- The school will develop and instil a set of Life Long Values and expectations that will support and nurture responsible behaviour in our children.
- The school recognises that some children need more support in managing their behaviour and will seek to provide this through resources, training and deploying staff appropriately.
- Where there are significant concerns over a pupil's behaviour, the school will work with parents to strive for common strategies between home and school and in seeking this partnership, governors will expect parents to actively and constructively work with the school to support their children.
- Where it considers it appropriate the school will seek advice and support from appropriate outside agencies where concerns arise over a child's behaviour.
- Reasonable force is only used when the safety of pupils and / or adults is at risk.
- The behaviour policy is understood by parents, pupils and staff.
- The exclusions policy explains that exclusions will only be used as a last resort, and outlines the processes involved in permanent and fixed-term exclusions.
- Families are involved in behaviour incidents to foster good relationships between the school and pupils' home life.

**What is bullying?**

Bullying is a deliberate and repeated act usually directed at one person. It may be instigated by one individual or a group. It is the threat or use of aggression (verbal or physical) with the intention of hurting another person and often results in pain and distress to the victim.

### **Incidents of bullying can include but are not limited to:**

- Emotional- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical- pushing, kicking, hitting, punching or any use of violence
- Racist-racial taunts, graffiti, gestures
- Sexual-unwanted physical contact or sexually abusive comments
- Homophobic-because of, or focussing on, the issue of sexuality
- Verbal-name-calling, sarcasm, spreading rumours, teasing
- Cyber-all areas of internet, such as email & internet chat room misuse
- Mobile threats by text messaging & calls
- Misuse of associated technology, i.e., camera & video facilities

**It is not bullying** when children have a one-off disagreement which is immediately resolved with (or without) adult intervention.

### **Prevention of bullying**

We encourage a positive approach to the prevention of bullying through cross-curricular activities, particularly in PSHE and religious education.

### **We provide opportunities to:**

- Explore our vision and values.
- Encourage children to talk about their feelings, both 'good' and 'bad' through: Stories, class discussions, collective worship, role play/drama and PSHE lessons.
- Use circle time (a shared class opportunity for children and teacher to talk together) to build positive behaviour and promote self-esteem.
- Promote understanding of friendship through co-operative work/play situations in and out of the classroom for example links between year groups which encourage a caring attitude e.g. Year 6 buddies to help younger children.
- Understanding friendship through the Essex Religious Education syllabus, learning about belonging to our school community, looking out for each other.
- Use playground equipment to give constructive activity during break times.
- Maintain a consistent approach by **all** members of staff to unacceptable behaviour.
- Treat all children fairly and equally.
- Praise positive behaviour through the school's reward system.
- Teach children to know what is acceptable/unacceptable behaviour in school and why.
- Use external providers such as the Children's Society or Essex Virtual School to teach children about their feelings and emotions.

### **Incidents of bullying may be reported by:**

- a parent/guardian of a child who is being bullied.
- a child who is being bullied.
- other children not directly involved in the bullying.
- a member of staff or governor.

**Procedures to follow if an incident of suspected bullying is reported:**

All claims of bullying should be taken seriously and investigated promptly.

If a suspected incident of bullying is reported to a member of staff other than the class teacher, the class teacher should be informed. The member of staff should speak to the child/children involved. This may be on an individual or group basis depending on the teacher's/member of staff's interpretation of the incident. The member of staff involved should try to ascertain the true details by:

- taking the incident seriously and keep written records (on CPOMS) where necessary.
- keeping calm - never over-react but act with calmness and fairness, even while showing displeasure with the child's/children's behaviour.
- listening to both/all sides of the reported incident.
- reassuring the victim.
- ensuring that all parties involved understand what behaviour/action is being disapproved of and why.
- being seen to treat all parties fairly and with a consistent approach.
- trying to decide on a positive course of action for all parties and for all parties to agree/understand the reasons behind the agreed action to prevent recurrence of unwanted incidents.

All suspected incidents of bullying should be reported to the school's leadership team. The member of staff involved and SLT staff member will decide whether parents should become involved.

If the reported incident is judged to be bullying then details are recorded. Those details to include:

- who was involved (or alleged to be)
- where and when the event(s) happened
- what happened
- what action was taken
- how action was followed up

When incidents have been identified as bullying, the following steps will be taken by the class teacher or Head teacher:

- Inform parents of both parties with the agreed course of action.
- Monitor and report back at regular intervals.

It is important for school and home to work together as a team and be pro-active in dealing with the issue in a consistent manner. By working together bullying behaviour can be eradicated. It must be remembered that both the bully(ies) and the victim(s) may need help to prevent the actions re-occurring. On most occasions this will be from within the school and home. However, on rare occasions outside agencies may need to be involved.

This policy should be read in conjunction with our safeguarding and behaviour and relationships policy.