

Christ Church New Malden

Church of England Primary School



Anti-Bullying Policy

Committee responsible	Pupil Impact Committee
Approval required by	Headteacher
Statutory or Recommended	Recommended
Frequency of review	Every two years
Date last reviewed	March 2025
Date of next review	March 2027
Display on website	Yes
Purpose	To ensure a shared understanding of the definition of bullying and the processes and procedures in place at school to tackle bullying
Consultation	Full Governing Body
Link with other policies	Safeguarding Policy, Behaviour Policy, Equality and Diversity Policy

	Signed	Date
Headteacher		March 2025
Chair of Governors		March 2025

1. Introduction

Every child attending Christ Church New Malden CofE Primary School has the right to learn and play without worries or fears. Therefore, bullying will not be tolerated and will always be dealt with seriously.

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.' *Preventing and tackling bullying. Advice for headteachers, staff and governing bodies' DFE July 2017*

There are a number of types of behaviour (both physical and non-physical) which can constitute bullying including:

Emotional (Direct or Indirect)	being unfriendly, excluding, tormenting (e.g. threatening gestures, selection of one child to always play an unpopular part in a game, 'ganging up' against an individual), humiliation, verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone relating to their disability or special educational needs.
Physical	pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
Racist	racial taunts, graffiti, gestures, making fun of culture and religion
Online/Cyber	This includes all areas of the internet, such as email, Snapchat, WhatsApp, Twitter, Facebook. Including threats and coercion by text messaging and calls, misuse of associated technology, i.e. camera and video facilities, iPad and games consoles. Setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones.
Sexual	Unwanted physical contact or sexually abusive or sexist comments. We are aware that bullying can take the form of sexual abuse between peers . Please see the school's Safeguarding & Child Protection for further information about the way the school handles worries about a child.
Prejudiced-based and Discrimination	Bullying behaviour which is motivated by a prejudice on an individual's actual or perceived identity; it can be based on characteristics unique to a child or young person's identity or circumstance. This can include racism, sexism, homophobia, biphobia or transphobia.

2. Aims and Objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

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.

3. The Role of Governors

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 will:

- Support the Headteacher in all attempts to eliminate bullying from our school.
- Monitor the incidents of bullying that occur.
- Review the effectiveness of the school policy regularly.
- 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.
- Respond within ten days to any request from a parent to investigate incidents of bullying.
- Notify the Headteacher and ask him/her to conduct an investigation into the case and report back to a representative of the governing body.

4. The role of the Headteacher

- Take all reported incidents of bullying seriously.
- Set the school climate of mutual support and praise for success, so making bullying less likely.
- Ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.
- Ensure that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- Ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. Draw the attention of children to this fact at suitable moments, such as marking National Anti-Bullying Week every November.
- Report to the Governing Body about the effectiveness of the anti-bullying policy on request.
- Contact external support agencies such as the social services, if appropriate, as bullying can be a safeguarding issue.

5. The role of the teacher

Teachers will:

- Support all children in their class to establish a climate of trust and respect for all, centred around our [Ways to Be](#).
- Implement the school's [Behaviour Policy](#) consistently in their class and with pupils at all times.
- Help children to understand our 'Ways to Be' through regular day-to-day discussions and the wider curriculum.
- Take all forms of bullying seriously, and intervene to prevent incidents from taking place.
- Report any incidents of bullying as a pupil referral for the immediate attention of SLT.
- Will support both a child who has bullied or is a victim of bullying behaviour, and ensure parents are informed
- Regularly attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

6. The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should:

- Contact their child's class teacher immediately.
- Support the school's anti-bullying policy, including attending meetings if necessary.
- Actively encourage their child to be a positive member of our school community.

They should not:

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

7. Monitoring and Review of this Policy

Serious incidents of bullying are recorded by the school as a pupil referral on our internal logging system.

This operational policy will be monitored on an on-going basis by the senior leadership team; this will include our Behaviour Lead monitoring patterns and trends in behaviour by monitoring internal tracking at least every half-term, and reporting to the SLT. The headteacher reports to governors regularly about the effectiveness of our anti-bullying policy.

This Anti-Bullying Policy is the governors' responsibility and its effectiveness is reviewed regularly, and behaviour incident analysis is included in the termly headteacher's report to governors. Our Pupil Leadership Team also lead initiatives in the school from time to time, such as organising activities for National Anti-bullying Week and seeking pupils' views.