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## ANTI-BULLYING POLICY

### **BULLYING**

At Charles Darwin Community Primary School:

We regard any allegation of bullying as serious and always investigate fully leading to firm action against it the perpetrator if proven.

We encourage children to work against and to report any incidents of bullying.

Bullying can be physical, verbal or emotional by a single person or a group.

### **Recognise difference between:**

Bullying / Bossiness / Boisterous behaviour ~ as well as work with NSPCC and assorted workshops and activities we regularly hold assemblies and circle time discussions where we identify exactly what bullying is. Whilst we will never condone any form of bully one of the core aims of Charles Darwin is to develop resilience and we regularly reinforce to our children and parents that bullying is when someone does something on a number of occasions; it is not a one-off incident or falling out.

### **Bullying**

Bullying can be physical, verbal or emotional by a single person or a group.

Happens more than once.

Wilful conscious desire to hurt, belittle, threaten and frighten.

Can be focussed on younger or smaller and timid children.

### **Bossiness**

Usually stops when perpetrator is made aware of the impact their actions have on others and as they mature and learn social skills.

### **Boisterous behaviour**

Not usually vindictive, perpetrator is usually remorseful when made aware of impact of actions on others.

### **Incidents of bullying can include persistent:**

- Name calling
- Malicious gossip
- Damaging or stealing property
- Coercion into acts they do not wish to do.
- Violence and assault
- Jostling
- Teasing
- Intimidation
- Extortion
- Ostracising
- Damaging school work and equipment

Victims may be children who are not confident or assertive, those with few friends, anxious or fearful children, younger children, and those perceived as “different.”

#### **Reasons for being a bully may be:**

- Current or previous victim of bullying themselves
- Enjoyment of power/creating fear
- Copying behaviour seen elsewhere.
- Difficulties in interacting with other pupils

Bullying can occur in children from all backgrounds, cultures, races and sexes.

#### **Early signs of distress found in children that are being bullied:**

- Withdrawn
- Deterioration of work
- Unexplained illness
- Isolation
- Desire to remain with adults
- Erratic attendance
- General unhappiness/anxiety/fear
- Poor punctuality
- Bed wetting

#### **Prevention is better than cure, we:**

- Encourage the caring and nurturing side of all children
- Work for a caring, co-operative ethos
- Promote friendships
- Ensure adequate supervision in playgrounds
- Positively encourage caring and discourage bullying
- Develop resilience in all of our children
- Make good use of the school's pastoral care system

#### **Working with parents**

We aim to make parents aware of what constitutes bullying and how we deal with it. We advise parents to talk to the school about any issues and to encourage their child to do the same.

#### **School Procedure when told of alleged bullying incident(s)**

- Listen to what all parties have to say, speak to any witnesses, watch and talk to all parties
- If satisfied that bullying has occurred give support to the victim and inform him / her of consequences for bully and that he or she has done correct thing in informing staff.
- Build self-esteem of victim
- Inform bully of consequences; missed privileges, parents made aware of unacceptability of bullying.
- Ensure the bully is aware of seriousness of actions and apologises to victim.
- Work with the bully to find out why they are bullying
- Reward non-aggressive behaviour by the perpetrator in school.
- Support the victim and prevent reoccurrence.
- Use peer group pressure, disapproval and positive reinforcement of good behaviour
- Help children to see other point of view

**Allegations and proven incidences of bullying are recorded on the schools CPOMS system**

**Formal Procedure for Complaints if a parent or carer is unhappy with the way in which the school has dealt with a situation.**

- Speak to class teacher to see if complaint can be addressed
- Speak to Assistant Headteacher, Deputy Headteacher or Headteacher.

**If further action is required -**

- Contact Chair of Governors: Mrs Alison Massey (contact details in school office).

**Reviewed March 2025**

**Marianne Bennett**

**Alison Massey**

**Headteacher**

**Chair of Governing Body**