



Callow End CE Primary School Anti Bullying Policy

At Callow End we provide a caring environment where everyone works together to build a firm foundation for love and learning. As a foundation for love we provide a welcoming, safe and supportive environment in which the qualities and abilities of all our pupils are nurtured and celebrated. We use our school's Christian values to guide us, sharing an ethos of love and respect, treating everyone in the way that we would like to be treated. We strive to celebrate differences both in our school community and around the world through our teaching, learning and shared life with our Church.

As a foundation for learning, we promote excellence, providing an inspirational curriculum which enables all pupils to aspire, achieve and flourish. We want our children to have positive emotional and mental health, and an understanding of their place in the wider world.

All our policies are written to reflect and support this vision.

At Callow End we accept the responsibility for maintaining an agreed, acceptable standard of discipline and for regulating the conduct of our children.

We would like all children not to become victims of bullying. We, therefore, endeavour to help all children to develop good self-esteem, the confidence to be assertive and to form good relationships with others. Our Behaviour Policy is based on the use of Christian values, positive reinforcement strategies, Assertive Discipline methods and providing choices.

There are appropriate procedures in place for dealing with persistent, difficult and disruptive behaviour. We work in partnership with parents to resolve any difficulties.

What is bullying?

Bullying is perceived to be **repeated or persistent** forms of the following:

Physical: pushing, kicking, hitting, pinching, and other forms of violence, verbal threats

Verbal: name-calling, sarcasm, spreading rumours, teasing

Emotional: excluding (i.e. sending to Coventry), tormenting (i.e. hiding books, threatening gestures), ridicule, humiliation.

Racist: racial taunts, graffiti, gestures

Sexual: unwanted physical contact or abusive comments

Cyber bullying: (refer to Online Safety Policy and Acceptable Use of the Internet Policy)

Bullying can be based on any of the following things:

Race
Religion or belief
Culture or class
Gender (sexist bullying)
Sexual orientation (homophobic or biphobic bullying)
Gender identity (transphobic bullying)
Special Educational Needs or disability
Appearance or health conditions
Related to home or other personal situation
Related to any other vulnerable group of people

No form of bullying will be tolerated and all incidents will be taken seriously

Creating an anti-bullying climate in school

Our school's Behaviour and Rewards Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

We also draw on the school's Curriculum, especially in P.S.H.E. lessons to promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy.
- Increase understanding for victims and help build an anti-bullying ethos.
- Teach pupils how constructively to manage their relationships with others.

Circle Time, assemblies, role- plays and stories are used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents.

Procedures for reporting and responding to bullying incidents

Incidents 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. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s) is/are safe and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied. A think sheet will be completed.
10. If possible, the pupils will be reconciled.
11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
12. In cases of serious bullying, the incidents will be recorded by staff on the standard Incident Report Sheet. All reports will be kept in a file in the Head teacher's office.
13. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
15. Bullying incidents will be discussed regularly at staff meetings.

What to do if bullying continues

Further guidance can also be sought from **Kidscape** or **NSPCC** and appropriate action taken. (www.kidscape.org.uk/ www.nspcc.org.uk/)

Notes made on particular cases should be kept for future reference.

Reviewed and re-ratified	December 2025
Date of next review	December 2026