



*'Creating Excellence, Embracing All'*

## **Anti-Bullying Policy**

Headteacher : Jo Reid

Chair of Governors: Sue Miller

**Policy determined 4<sup>th</sup> July 2023**

**Botley School governing board**

**Reviewed 2<sup>nd</sup> July 2024**

**Reviewed 8<sup>th</sup> July 2025**

### **Botley School Vision statement**

*A high-quality education in a positive and happy school, where everyone is included, celebrated and encouraged to be a creative lifelong learner.*

### **Botley School Values**

*Inclusivity   Teamwork   Kindness   Respect   Resilience   Creativity*

## **Anti-Bullying policy**

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. We recognise that bullying is a complex problem and that those who may be considered bullies themselves may have previously been victims of this. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The five main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)
- emotional
- cyber-bullying

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

All staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

### **Audience**

For the attention of staff, parents/carers and pupils

### **Implementation**

#### **Staff:**

Certain steps will always be taken when dealing with bullying:

- If bullying is suspected or reported, the incident will be dealt with as soon as possible by the member of staff who has been approached
- Adults within the school, as appropriate, will be informed as necessary. For example, class teachers of pupils involved will always be informed by alert through CPOMS so they can keep a watchful eye. Midday supervisors who may have responsibility for the pupils involved at lunchtime will be informed so they can support and monitor at during unstructured play times.

The following further steps may be taken when dealing with incidents:

- A clear account of the incident will be recorded using our CPOMS system and also given to the head teacher
- The headteacher will interview all concerned and will record the incident

- Parents/carers will be kept informed
- Sanctions will be used as appropriate and in consultation with all parties concerned

***Pupils:***

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- reassurance
- the offering of further support as appropriate
- the restoring of self-esteem and confidence

Pupils who have bullied will be given the opportunity to:

- discuss what has happened
- see why this has been wrong and the need for change
- change their attitude through the involvement of their parents/carers

The following disciplinary steps can be taken:

- a verbal, but recorded warning
- removal from other children, eg. by being kept in at breaktimes
- a final warning to cease offending
- a fixed-term exclusion
- a permanent exclusion in the very last resort

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE and Circle Time in class and school assemblies.

***Parents/carers:***

Individual parents/carers are encouraged to talk to staff about any concerns they have regarding bullying.

Within the parent community, we aim to raise awareness of bullying and encourage parents/carers (through newsletters or class letters) to support the anti-bullying ethos through discussion with their children at home.

**Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

All bullying incidents are recorded on the CPOMs system.

Also see:

Safeguarding Policy

Equality Policy

Positive Behaviour and Restorative Practice Policy

Keeping Children Safe in Education 2023