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**Homerswood**



A pathway to grow, be curious and discover

# Anti Bullying Policy

## Homerswood Primary and Nursery School

Ratified : November  
2023

Review : November 2025

# **ANTI-BULLYING POLICY**

## **1 INTRODUCTION**

- 1.1 The School Governors and staff wish to ensure that all stakeholders have the right to a happy and safe environment free from bullying.
- 1.2 This policy needs to be read in conjunction with the behaviour policy and Online Safety Policy. It also needs to be read in conjunction with the Homerswood Home/School agreement as well as the Inclusion and Whistleblowing Policies.

## **2 AIMS**

- 2.1 The aim of the policy is that all will understand what is meant by bullying and to ensure a consistent response if it occurs.

## **3 IMPLEMENTATION**

- 3.1 The definition Homerswood Primary and Nursery School uses for bullying is: bullying is deliberately harmful behaviour over a period of time.
- 3.2 Everyone will watch out for the following signs of bullying:
  - Physical
  - Verbal
  - Indirect, e.g. Spreading rumours or social exclusion
  - Misuse of mobile phones or Internet message boards
- 3.3 The school recognises that any pupil can be bullied but certain factors that can make bullying more likely are:
  - A lack of friends in school
  - Shyness
  - Race, religion, sexual orientation or social class
  - A disability or special need
- 3.4 All stakeholders will consider whether bullying is occurring if people:
  - Become withdrawn and anxious

- Show a deterioration in their work
  - Poorly attend
  - Become ill over a period of time
  - Are persistently late
- 3.5 The school will take every opportunity to demonstrate to all stakeholders that it is completely opposed to bullying. Staff will not ignore bullying or suspected bullying of any sort. It will intervene to prevent bullying incidents taking place.
- 3.6 Homerswood School will ensure that all staff via an Induction pack, pupils and parents are aware of the school's anti-bullying policy.
- 3.7 Staff will encourage and praise pupils when they show kindness, consideration for others and good manners through rewards described in the Behaviour Policy.
- 3.8 All incidents of bullying will be taken seriously and dealt with as quickly as possible. Those experiencing bullying will be supported. Staff will listen to all accounts of incidents and adopt a problem solving approach that encourages people to find solutions. All incidents of bullying will be recorded on CPOMS by the staff member who is made aware of the issue and will notify SLT.
- 3.9 The Senior leader will:
- Listen to the pupil's account of the incident
  - Meet with the parents/carers
  - Reassure that reporting the bullying is the right thing to do
  - Make a note of what the person reporting the bullying says
  - Explain that any further instances of bullying should be reported immediately
  - All necessary support will be given by the school to support those who have been bullied
- 3.10 Answers to the following questions will be sought during investigations:
- What happened?
  - How often has it happened?
  - Who was involved?
  - Where did it happen?
  - Who saw it happen?
  - What did the person do about it already?
  - What support do you need?

All incidents will be recorded on the school's CPOMS system and monitored by the HT and behaviour team for two weeks. After which a further meeting will be scheduled with the pupil or family.

- 3.11 If the preventative measures and peer support strategies do not succeed, serious bullying will be dealt with under the school's behaviour policy. In the first instance parents will be informed. If there is persistent bullying pupils may be internally excluded at lunchtimes and/or safeguarding measures taken within the class. If there is no improvement the pupil would be excluded for a fixed period or eventually permanently.
- 3.12 Parents and carers are informed of incidents and involved in discussions. The school will discuss with parents so they can work together to stop the bullying.

## **RESOURCES**

- 4.1 The Pupils discuss issues associated with bullying as part of the RSHE lessons.
- 4.2 The school will always raise awareness of anti-bullying issues through joining in with the National week for anti-bullying.
- 4.3 The classrooms and den have a variety of resources including books that are of an anti-bullying nature.
- 4.4 The Homerswood vision and values clearly states that everyone will treat everyone else as they would like to be treated.

Also refer to the Behaviour policy and Keeping Children Safe in Education.