



CAM WOODFIELD JUNIOR SCHOOL

HEADTEACHER Mrs Louise Bennett

Anti-Bullying Policy

2023-2025

Review November 2025

Anti-bullying Policy

2023-2025

Table of Contents

GOVERNOR CODE OF CONDUCT POLICY	31	RATIONALE	32	LINKS TO OTHER POLICIES	33	DEFINING
BULLYING	34	AIMS	35	WHAT DOES CAM WOODFIELD JUNIOR SCHOOL DO		
TO ENSURE BULLYING IS LOW?	47	OUR PROCEDURE IF BULLYING IS REPORTED	48	HATE INCIDENT REPORTING		
59	THE ROLE OF GOVERNORS	510	THE ROLE OF PARENTS	511	THE ROLE OF PUPILS	512
REVIEW	5					POLICY

Governor Code of Conduct Policy

1 Rationale

It is a government requirement that all schools have an anti-bullying policy. Our anti-bullying policy explains the term bullying. It describes what it is and how it is dealt with at Cam Woodfield Junior School.

This Code should be read in conjunction with the relevant law and the Cotswold Beacon Academy Trust articles of association and agreed scheme of delegation.

2 Links to other policies

This policy should be read in conjunction with the [Behaviour Policy](#), the Safeguarding Policy, the Policy for Mental Health and Well-being and the PSHE Policy.

3 Defining Bullying

Bullying has been defined as *“the **repetitive, intentional** hurting of one person or group by another person or group, where the relationship involves an **imbalance of power.**”* (Anti-Bullying Alliance and DFE 2014)

4 Aims

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. This includes teaching children about what bullying is and how to prevent it, as part of the curriculum.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety and measures are in place to reduce the likelihood of bullying.

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.

5 Types of Bullying

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting.
- Physical: pushing, kicking, hitting, punching or any use of violence.
- Racist: racial taunts, graffiti, gestures. Racial minorities can be targets of bullying.
- Sexual: unwanted physical contact or sexually abusive comments, including on-line contact and sexting or encouraging a sexting response.
- Homophobic, lesbian, gay, or bi-sexual bullying because of, or focussing on, the issue of sexual orientation. Anti-gay or anti-lesbian language is unacceptable and any gay, lesbian or bi-sexual pupils will feel safe in Cam Woodfield Junior School. Any anti-gay or anti-lesbian language will be challenged, even if not directed at an individual.
- Transgender bullying: Transgender means someone whose gender differs from the one they were given when they were born. Transgender people may identify as male or female, or they may feel that neither label fits them. This might be something they are bullied for.
- Verbal name-calling, sarcasm, spreading rumours, teasing.

- Religious bullying related to religious beliefs (or lack of religious beliefs) and practices.
- Cultural bullying related to cultural beliefs and practices.
- Cyber bullying: All areas of internet, such as email & internet chat room misuse, Mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities, including sexting and encouraging a sexting response.
- Bullying due to special educational needs and/or disabilities (SEND).
- Bullying related to appearance of health conditions.
- Bullying related to home circumstances e.g. children in care, children from same sex families.

6 What does Cam Woodfield Junior School do to ensure bullying is low?

- Ensure that the supervision of children in our care is effective.
- Encourage positive play during breaks.
- Hold an annual Anti-Bullying week.
- Tackle bullying openly through direct teaching (the **Jigsaw** PSHE curriculum) and assemblies.
- Display Anti-Bullying information posters in every classroom.
- Provide year 6 Buddies to all year 3 pupils.
- Provide children with the opportunity to report concerns through the 'Name it to Tame it' emotional check-in system and Time to Talk box.
- Deal with any incident of bullying by talking to everyone involved, keeping written records and informing parents.
- Provide alternative lunchtime activities for children who find the playground environment difficult.

7 Our procedure if bullying is reported

- All complaints will be taken seriously and listened to by all staff.
- Staff will record the account on our safeguarding system (CPOMS).
- Further investigation will be thorough and may involve a member from the senior leadership team.
- Written accounts will be taken prior to further discussion of the incident by the parties involved to confirm evidence of bullying.
- Action will be decided upon by the head teacher, together with the senior leadership team. The bullying behaviours or threats of bullying must always be investigated and the bullying stopped as quickly as possible.
- Restorative justice and mediation are techniques that may be used following the investigation. If possible, the pupils will be reconciled.
- The victim of bullying will be provided with support if required.
- The bully will be offered help to change their behaviour.
- After the incident / incidents have been investigated, recorded and dealt with, each case will be monitored to ensure repeated bullying does not take place.

- The head teacher or senior leadership team will be responsible for co-ordinating all the reported incidents and analysing any emerging patterns. They will then feedback to the staff any action points arising to implement for future provision.
- Consideration will be given to the safety of all parties involved.
- Bullying can be a criminal matter, involving e.g. offences of theft, criminal damage, assault or harassment or hate crimes. Cam Woodfield Junior School may involve the police in such cases.
- Hate Crimes will be specifically identified and recorded as such in a Section 175 audit.

8 Hate incident reporting

If any incident of bullying is perceived by the victim, or any other person as being motivated by prejudice on the grounds of disability, race, religion/belief, sexual orientation, trans-identity, age, pregnancy, gender, marriage or civil partnership, the head teacher will record it as a Hate Incident' and report it in a section 175 audit, including the specific category.

9 The role of governors

The local governing board supports the head teacher in all attempts to eliminate bullying from our school. The governing board reviews the effectiveness of this policy regularly. The governors require the head teacher 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.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. In all cases the governing body notifies the head teacher, and asks her/him to conduct an investigation into the case, and to report back to a representative of the governing body.

10 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. If they are not satisfied with the response, they should contact the head teacher. If they remain dissatisfied, they should follow the school's complaints procedure. Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

11 The role of pupils

All pupils are told to "NEVER KEEP BULLYING A SECRET!" They are encouraged to report any bullying that they are experiencing, to someone that they trust, and if the bullying continues, they must keep on reporting it. They can use the 'Name it to Tame it' system and 'Time to Talk' box if they feel unable to verbalise their feelings. Children are educated about the fact that bullying is never acceptable.

12 Policy Review

This policy will be reviewed by November2025.