

Cumberland Infant School and Little Cumberland Pre-School

Anti- Bullying Policy



Approved by: Board of Governors	Date: 7. 2.26
Review frequency: Every 3 years	Statutory requirement: No
Last reviewed: February 2026	Next review due: February 2029

This policy needs to be read in conjunction with the Relationship and Behaviour Policy and Equality and Diversity Policy

The ethos of the school- Together We Care Inspire Succeed is such that we will not tolerate any behaviour that causes offence or upset to anyone. This applies to all who have an interest in the school whether pupil, staff, parent, carer or visitor. Each member of the school community must be treated with courtesy and respect and extend the same to others. To this end, all members of the school community must be vigilant and report any incidents of bullying, for to ignore it is to condone it and this is not what we want in our school.

Definition of bullying

Bullying is behaviour that is repeated and intended to hurt someone either physically or emotionally and can be aimed at certain groups, for example because of race, religion, gender or sexual orientation. It takes many forms and can include physical assault, teasing, making threats, name calling and cyber bullying, via a mobile phone, websites and online social networks.

Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including the protected characteristics:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (e.g. homophobic bullying).
- Sexist, sexual and transphobic bullying.
- Bullying via technology – cyberbullying

Aims

This Anti-Bullying Policy reflects our school Ethos:

Care

- To ensure we are a safe, happy, healthy and nurturing environment where children can succeed without anxiety.
- To ensure consistent procedures are in place to deal with any bullying incidents in partnership with home and school.

Inspire

- To teach children that bullying is unacceptable and is not tolerated in our school creating an environment that can be enjoyed by all.

Succeed

- For children to know that they can tell adults if they are being bullied or are concerned someone else is and that the adults in school will act upon it immediately.

Role of the Governors

The governing body supports the Headteacher's policy of a zero tolerance of bullying in the school. This policy states that the governing body does not allow bullying to take place in our school. Any incidences that do occur will be taken seriously and dealt with immediately.

The governors require the Headteacher to keep records of all incidents of bullying (My Concern) and report to governors on the effectiveness of the anti-bullying strategies. The Governors may request the Headteacher to report on any incidences of bullying.

Role of the Headteacher

It is the responsibility of the Headteacher to promote and implement the school's anti-bullying policy and to ensure the whole school community are aware of the policy, staff know how to deal with incidences of bullying, and pupils and parents know how to raise issues.

The whole school community are aware of the policy; staff know how to deal with incidences of bullying.

The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

Role of all Staff

All teachers take all forms of bullying seriously and put procedures into place to prevent bullying from taking place through the school ethos they promote in their classrooms, where there is a climate of care, trust and respect which is taught through Personal Development Learning, which includes, Relational Practice, RHE (Relationships, Health and Education) lessons, online safety lessons, MyHappyMind, assemblies and Learning Values. All children feel valued, listened to and know that everyone's successes are celebrated.

If a bullying incident takes place, then the teacher will report it on MyConcern, which immediately informs the Headteacher, Deputy Head and Inclusion Manager.

Teachers/Headteacher will deal with bullying incidences immediately, which will involve listening to the child, taking the incident seriously and explaining what they will do to deal with the incident. Consequences will be given to the child who has carried out the bullying; however, the teacher will seek to gain an understanding why they have done this so that relevant support can be put in place to prevent repeated incidences.

Teachers will use Circle Time and Assemblies to tackle any incidences that are pertinent in school.

Teachers will inform the Headteacher if a child is involved in bullying other children. Parents are invited to school to discuss the situation, in an extreme circumstance school may contact outside agencies for specialist support.

All staff will consider any special educational needs (SEN) that pupils involved may have and sanctions and support will be adapted.

Involvement of our children

We will ensure that:

- all children know how to express worries and anxieties about bullying.
- the children know who the trusted adults are in school as they wear red lanyards who they can talk to with concerns or worries.
- children are given the support to develop their self-esteem, social skills, empathy, respect and care for others.
- children are given the confidence to stand-up to those that treat or speak to them in an unacceptable way
- support is given to children who have been bullied and to those who are bullying to address the problems they have

- Cumberland children are involved in the design of our child-friendly Anti-Bullying Leaflet

Involvement of our parents

- ensure all parents/carers know about our complaints procedure and how to use it effectively.
- ensure all parents/carers know where to access independent advice about bullying.
- ensure that parents work with the school to role model positive behaviour for children, both on and offline.
- ensure parents share our child- friendly anti- bullying leaflet with their child.
- work with our school to resolve and prevent further bullying.

Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

is frightened of walking to and from school or pre-school
 changes to their usual routine
 is unwilling to go to school or pre-school (school phobic)
 becomes withdrawn, anxious, or lacking in confidence
 starts stammering
 attempts or threatens suicide or runs away
 feels ill in the morning
 begins to fall behind with their learning
 has possessions go “missing”
 has unexplained cuts or bruises
 becomes aggressive, disruptive or unreasonable
 stops eating
 is bullying other children or siblings
 is frightened to say what’s wrong
 gives improbable excuses for any of the above
 cries themselves to sleep at night, has nightmares or bed wets

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated.

How we deal with incidents of Bullying.

If bullying is seen by a member of staff –
 (First incident)

- the incident will be dealt with immediately by the member of staff who witnessed it
- the incident will be reported to the children’s class teacher and the headteacher
- the teacher/headteacher will talk to the children involved and any witnesses – separately at first

if deemed to be bullying this should be explained to the offender and that their actions have caused distress to the child who was bullied

- the incident will be logged on MyConcern with the actions
- the incident will be discussed with the parents /carers of the children involved individually
- the Headteacher will be informed of the outcomes verbally and recorded through MyConcern
- the parents/carers of both children will be spoken to by the teacher to explain what has happened and the action taken

If bullying is reported to a member of staff by a child or the child's parents/carers, the incident will be reported to the children's class teacher and the headteacher who will act as above, ensuring they keep the complainant informed of how their investigation into the allegation is progressing.

Further offences seen or reported or if the adult who sees the incident of bullying considers it to be of a severe nature:

- as above but carried out by the Headteacher
- if incidents persist a Behaviour Management Plan will be set up for the offender and where necessary support from outside agencies will be sought

NB It is important that the actions of the staff managing the situation are consistent with the school's anti-bullying policy and that through their handling of an incident are not themselves perceived as bullies.

Responsibilities

It is the responsibility of:

- Governors to take a lead role in monitoring and reviewing this policy – the Headteacher will report any incidents of bullying to the Governing Body in her Headteachers report
- Governors, the Headteacher, the Deputy Headteacher, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Children to abide by the policy

NB The children are not allowed to bring mobile phones or other personal electronic devices into school. If a child brings a mobile phone or an electronic device into school, they will be confiscated and returned to the child's parent at the end of the school day.

The named Governor with lead responsibility for this policy is Andrea Wright (Safeguarding Governor)

