



Chiseldon Primary & Nursery School

Anti-Bullying Policy

Governor's Committee Responsible: Safeguarding & Full Governing Body (FGB)

Status and Review Cycle: 3 years

Ratified by Governors on: February 2026

Next Review Date: February 2029

Introduction

Chiseldon Primary & Nursery School is committed to providing a safe, supportive, and inclusive environment for all pupils, free from bullying and harassment. This policy outlines our approach to preventing and addressing bullying, ensuring all pupils can learn and thrive without fear.

This policy has been developed in line with the statutory guidance **Keeping Children Safe in Education 2025**, the **Equality Act 2010**, and the **OFSTED Inspection Framework 2025**. It is reviewed regularly to reflect changes in legislation and best practice.

Definition of Bullying

Bullying is defined as the repetitive, intentional hurting of one person or group by another, where there is an imbalance of power. It can be physical, verbal, psychological, or online (cyberbullying). The key elements are:

- Hurtful behaviour
- Repetition over time
- Power imbalance
- Intentional harm

Types of Bullying Include:

- **Physical bullying:** Pushing, hitting, kicking, or any use of violence.
- **Verbal bullying:** Name-calling, sarcasm, teasing, threatening language, spreading rumours.
- **Emotional bullying:** Exclusion, tormenting, intimidation, manipulation, humiliation.
- **Cyberbullying:** Misuse of email, internet, social media, text messaging, and other technology to threaten or exclude.
- **Indirect bullying:** Exploitation or manipulation of individuals.
- **Racist bullying:** Racial taunts, graffiti, gestures.
- **Sexual bullying:** Unwanted physical contact, sexually abusive comments, inappropriate touching, homophobic abuse, exposure to inappropriate materials.
- **Bullying related to protected characteristics:** Including disability, gender reassignment, religion or belief, and other characteristics protected under the Equality Act 2010.

Bullying in any form is unacceptable and will not be tolerated at Chiseldon Primary & Nursery School.



Our Values and Commitment

Our school values—Honesty, Equality, Accountability, Respect, and Trust—create the HEART of Chiseldon. These values underpin our commitment to fostering a culture where bullying is challenged, and every pupil feels safe, respected, and valued.

Responsibilities

Staff

- Promote positive behaviour and respect through role-modelling and consistent reinforcement.
- Intervene promptly and appropriately when bullying is suspected or reported.
- Report all incidents to the designated safeguarding lead (DSL) or appropriate senior leader.
- Support pupils affected by bullying and collaborate with parents and external agencies as needed.
- Participate in ongoing training on anti-bullying and safeguarding.

Pupils

- Treat others with kindness, respect, and empathy.
- Report bullying incidents they experience or witness to a trusted adult.
- Take responsibility for their behaviour and seek support if needed.

Parents and Carers

- Encourage positive behaviour and respect at home.
- Support the school's anti-bullying efforts.
- Report concerns about their child's wellbeing, including bullying, to the school promptly.
- Work collaboratively with the school to resolve issues.

Governors

- Ensure the school has an effective anti-bullying policy aligned with statutory guidance.
- Monitor the implementation and impact of the policy through safeguarding committee reports and data review.
- Ensure appropriate resources and training are available for staff.

Prevention Strategies

Chiseldon Primary & Nursery School takes a proactive approach to preventing bullying through:

- Embedding anti-bullying and respect themes across the curriculum, including PSHE and Relationships & Sex Education (RSE).
- Promoting a positive school culture that celebrates diversity and inclusion.
- Implementing peer mentoring and buddy systems to support pupils.
- Providing regular staff training on bullying prevention and safeguarding.
- Encouraging pupil voice through forums and surveys to understand and address concerns.
- Educating pupils on online safety and responsible use of technology.



Reporting and Recording

- All bullying incidents must be reported to the designated safeguarding lead or senior leader.
- Incidents will be recorded promptly and confidentially using Arbor.
- The Headteacher or Deputy Headteacher will review bullying data termly to monitor trends and evaluate the effectiveness of interventions.
- The school will maintain clear communication with parents throughout the process.

Responding to Bullying

When bullying is reported or identified, the school will:

1. Provide the pupil(s) affected with immediate opportunity to discuss their concerns in a safe and supportive environment.
2. Listen carefully, reassure, and offer emotional support.
3. Investigate the incident thoroughly, involving all relevant parties.
4. Take appropriate action to stop the bullying, which may include restorative approaches, sanctions, or referral to external agencies if necessary.
5. Work with families to develop a plan to prevent recurrence and support all pupils involved.
6. Monitor the situation closely and provide ongoing support to restore confidence and self-esteem.

Bullying Outside School

The school recognises that bullying can occur outside school premises, including online and in the community. We will:

- Work with parents, local agencies, and other schools to address bullying outside school.
- Provide advice and support to pupils and families affected by bullying beyond the school environment.
- Take disciplinary action in line with the Behaviour Policy if bullying outside school impacts the school community or pupil wellbeing.

Links to Other Policies

This policy should be read alongside the following school policies:

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Online Safety Policy
- Equality and Diversity Policy

Monitoring and Review

This policy is reviewed every three years or sooner if required by changes in legislation or school circumstances. The Governing Body will monitor the policy's effectiveness through reports from the Headteacher and the Safeguarding Committee.



Conclusion

Chiseldon Primary & Nursery School is dedicated to creating an environment where bullying is not tolerated, and every pupil is supported to achieve their full potential in a safe and nurturing setting.

Through shared responsibility, clear procedures, and a culture of respect, we strive to eliminate bullying and promote positive relationships.