



Anti-bullying Policy and Guidelines

Statement of intent

Clover Hill is committed to providing a safe, secure and positive environment where children can achieve their potential. Pupils have the right to have themselves, and their property, treated with respect. Bullying of any kind is unacceptable at our school.

Objectives

- In Clover Hill all pupils, parents and carers, teaching and non-teaching staff and governors should understand what bullying is and know our policy on bullying.
- All teaching and non-teaching staff, and governors, know what to do if a bullying incident is reported.
- All pupils and parents, and carers, should be assured that they will be supported when bullying is reported.
- Bullying is not tolerated at Clover Hill.

What is bullying?

A definition of bullying can be difficult, since what constitutes bullying in one person's eyes may be seen as playful, mischievous or harmless in others. In addition, bullying can be difficult to detect.

In Clover Hill, to achieve consistency, we define bullying as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

It can take many forms but the main forms in primary schools are;

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Religion or culture
- SEN or disabilities including and health conditions
- Sexual discrimination – including sexual taunts about orientation or parents/ carers including family members.
- Verbal – name-calling, sarcasm, spreading rumours, teasing
- Cyber – all internet misuse including email, chat room, social networks etc, mobile phone threats by text messages and calls. (Please also see ICT and AUP policy)

Bullying can be further defined as an abuse of power from one person over another. It can take the form of making someone feel humiliated in front of their peers, to gain popularity.

Bullying can occur;

- Child to child
- Parent to parent
- Parent to child
- Child to parent
- Child to professional
- Professional to child
- Parent/carer to professional
- Professional to parent/carer
- In the workplace

Detection

Bullying is sometime difficult to detect, especially if victims are reluctant to report the incident and there are no witnesses. Clover Hill is committed to creating an open atmosphere where issues can be raised and discussed, and where children are aware of exactly what they should do if bullied.

A child may indicate that they are being bullied and therefore it is important that school, and home, are aware of possible signs. They should perhaps investigate further if;

- Is unwilling to come to school
- Becomes withdrawn or lacking in confidence
- Has lapses in concentration
- Has possessions which are repeatedly damaged or go missing
- Has unexplained cuts, bruises, aches and pains
- Begins to do poorly at school
- Becomes aggressive, unreasonable or disruptive

Teaching, and non-teaching, staff need to be aware of children's behaviour in class and around school. All staff, including lunchtime staff, always listen to children and report back to their class teacher if necessary.

Prevention

Clover Hill does not tolerate bullying in any form. We use a range of strategies and activities through our ethos and our vision.

- Clover Hill has a strong ethos which promotes tolerance and respect, including respect for difference and diversity
- We have high expectations of acceptable behaviour
- There are rewards for positive behaviour and sanctions for unacceptable behaviour
- Home / school agreements are in place
- Staff lead by example
- Children are well supervised at all times
- We raise awareness of bullying in the classroom, during assemblies and playtimes.
- Prejudice based bullying will be challenged upon detection. This may mean immediate intervention. It also means that the class teacher is informed an appropriate class/PSHE/intervention strategy may be used.
- There are posters and information displayed round school
- PSHCRE and healthy schools' initiatives are embedded into the curriculum and all aspects of school life.
- Children and parents/carers are engaged and involved
- There is an active school council
- Transition is well supported
- A well planned, and managed, buddy system is in place in the yard

In addition, this policy is linked to other key policies and strategies including;

- Inclusion/SEN
- Behaviour
- ICT and AUP including e safety.
- Child Protection & Safeguarding

Pupils

In addition to strategies, and preventative measures, in school children should:

- Learn about what constitutes bullying, and what they can do about it
- Have opportunities to develop the skills to resist bullying and to deal with bullies
- Be aware that to know about bullying, to themselves or others, and do nothing, is unacceptable
- Be fully involved in the development and reviewing of anti bullying policies
- Know how and who they can report bullying to. This includes the use of peers and playground buddies. Understand that friends will support and will act on their behalf in reporting what's happening.
- Know that they can tell any member of staff in the school and that person will in turn act on it.
- Clover Hill regularly accesses drama groups and may decide to use these for Anti Bullying work.
- Buddies and intervention groups will be coached and supported

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It is important that children know the difference between bullying and rough play. They understand that bullying is not a one-off argument, unkindness or fight, or falling out with friends.

Children are taught not to be a 'perfect victim'. They know how to show positive body language, not to react to unkind behaviour and to always tell an adult.

Parents/Carers

To help school deal with bullying behaviour, parents should:

- Discourage any signs of bullying behaviour at home or at school
- Take an active interest in their child's school life, particularly playtimes, friendships and the journey to and from school
- Watch out for signs they may be being bullied
- Contact school if they are at all worried about bullying. This may involve catching the teacher after school, or in some circumstances arranging a formal meeting via the school office. In certain cases, it may be necessary to go directly to the Assistant Headteachers or Headteacher.
- Teach their child to behave safely online and take an interest in their life online or on a phone.

Governors

The Governing body review the anti-bullying policy regularly. They also ensure the policy is operated by all staff and that it is effective.

Governors also look at incident records and survey results to ensure the school's approach and strategy is working.

Intervention

1. All suspected bullying incidents should be reported to a member of staff.
2. The member of staff will investigate by speaking to the persons involved, and any witnesses. Mediation techniques will be used. An informal note about the incident may be made.
3. If unkindness, friendship issues or bullying are going on in class then the teacher will use circle time/ PSHCRE lessons to address them. Pupils will know that their peers can support them by not only reporting incidents, but also by talking about issues in the classroom a supporting them at certain times of day i.e. playtime.
4. Key stage assemblies will also be used to reinforce key messages around bullying.
5. The class teacher will use their judgement and experience to decide if the matter needs to be referred to a member of the Senior Leadership Team or they have dealt with it appropriately themselves.
6. In more serious cases, or those which are ongoing, the Head and Assistant Headteachers will deal with the incident.
 - A more formal investigation will take place
 - The incident will be fully recorded on CPOMS.
 - Incidents in this log will be reviewed termly by the SLT Team (earlier if needed) and any patterns of bullying will be fully investigated further. This may involve CPD with staff and or individual support training put in place.
 - If the incident is electronic, evidence will be saved, and the staff will work to report abuse to websites and service providers and support the child.
 - Parents will be informed at the first available opportunity. This maybe by catching them at home time or in some circumstances a phone call, or letter home.
 - A meeting with parents and children may be necessary
 - The member of staff dealing with the issues will be sensitive to the pupil and in particular be sensitive to respective of Special Needs or other difficulties such as family problems.
 - If Bullying persists the child (children) will escalate up the criteria list as above. They may of course access at any stage given the seriousness of the incident.

It is important that parents and pupils understand that all alleged bullying incidents are handled with sensitivity, discretion and confidentiality.

Parents who are concerned should, in the first place, remind their child that they need to tell a member of staff. Alternatively, they can speak, in confidence, with the class teacher or the Head teacher.

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Outcomes

1. The bully/bullies will be asked to apologise.
2. If possible, staff will reconcile the pupils.
3. Targeted work around empathy, friendship etc will take place in class so that children learn and mature from any incidents.
4. Other consequences may follow if appropriate- loss of playtimes, loss of privileges etc
3. In the most serious cases, suspension will be considered.
5. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
6. The bullying child may need additional intervention and appropriate support will be put in place to allow this. This may be in the form of individual, group or whole class so that the child knows what is acceptable and why their behaviour is inappropriate.

Action, agreed by Staff and children at investigation level, will be made clear to both bully and victim. Where possible, disapproval will be directed at the behaviour, not the individual.

Monitoring

Monitoring of behaviour in school is essential to help assess progress and to evaluate the impact of the anti-bullying policy.

Useful websites and contacts

www.anti-bullyingalliance.org.uk

www.bullying.co.uk

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

www.childline.org.uk

www.antibullying.net