



CRICKLADE MANOR PREP SCHOOL & NURSERY

Antibullying Policy

Whole School	Reviewed	Next Review	Signed
Yes (including EYFS)	01/09/19	01/07/20	
Yes (including EYFS)	01/09/20	01/09/21	
Yes (including EYFS)	01/09/21	01/09/22	
Yes (including EYFS)	01/09/2022	01/09/2023	
Yes (including EYFS)	01/09/2023	01/09/2024	
Yes (including EYFS)	01/01/2024	01/09/2024	

Year	Amendments
2022	<ul style="list-style-type: none"> • Various minor updates
2023	<ul style="list-style-type: none"> • Amended definition by the CMP anti-bullying ambassadors
2024	<ul style="list-style-type: none"> • Term fixed term exclusion amended to suspension • Change of DDSL's

1. Introduction

This Policy applies to:

- the entire setting including the EYFS and after school and holiday clubs;
- all staff, volunteers, pupils and visitors to Cricklade Manor Prep.

This policy should be read in conjunction with the following policies:

- Safeguarding and Child Protection Policy
- Special Educational Needs and Disabilities Policy
- Behaviour Policy (including rewards, discipline and exclusion)
- Child Friendly Anti-Bullying Policy

This document is a statement of the aims, principles and strategies at Cricklade Manor Prep regarding the issue of bullying. Its aim is to ensure that all pupils, parents/carers and staff have an understanding of what bullying is, know what the policy on bullying is and what they should do if bullying arises. It aims to set out a coordinated approach to preventing and tackling bullying at school.

The Senior Leadership Team of Cricklade Manor Prep seeks to promote a culture throughout the school in which every member of the Cricklade Manor Prep community takes responsibility for the prevention of bullying.

This policy has regard to the DfE guidance 'Preventing and Tackling Bullying: Advice for school leaders and governors'. It also draws on the previous guidance, 'Safe To Learn - Embedding Anti-Bullying Work In Schools'.

2. Responsibilities

The Headmaster has ultimate responsibility for prevention of bullying and management of any bullying issues.

Cricklade Manor Prep's safeguarding team will also be involved, as appropriate.

The safeguarding team are:

Mr Guy Barrett	Headmaster (DDSL)
Mr James Barton	Director of Pastoral Care (DSL)
Mrs Lorna Bishop	Nursery Manager (DDSL - Early Years)
Mr John Fitzgerald	Head of Computing and Digital Strategy

3. Background

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Everyone has the right to feel welcome, secure and happy and we should treat everyone with consideration. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Staff must be alert to children who may be vulnerable and at risk from bullying. As a school we recognise that any child can be bullied for any reason.

However, the NSPCC identifies that “if a child is seen as different in some way, or seen as an easy target they can be more at risk. This might be because of their:

- Race or ethnic background
- Gender
- Sexual orientation

Or it could be because they:

- Appear anxious or have low self-esteem
- Lack assertiveness
- Are shy or introverted.”

NSPCC website 2022

4. What is Bullying?

“Bullying is repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face, online or behind someone’s back”

As defined by the ‘Cricklade Manor Prep Anti-bullying Ambassadors 2022/3’ following Diana Award ABA training.

Bullying can take various different forms, including:

- Racial/Religious/Cultural - where someone is made to feel inferior because of their background, culture or religion.
- Sexual/sexist - bullying based on something specifically linked to gender.
- Homophobic - bullying based on sexual orientation.
- Disability - exploitation of a particular aspect of a child’s disability and/or special educational needs.
- Cyber-bullying via technology. For example, internet/mobile phones, email, social networks, text messages, photographs. A bullying incident should be treated as a child protection concern where there is reasonable cause to believe that a child is suffering or likely to suffer significant harm and so recording and procedures for a safeguarding concern should be followed.

5. Effects of Bullying

Bullying can have a negative life-long impact. It can make it difficult for children to learn and can have a lasting detrimental effect on their lives, both physically and psychologically. Young people who have been bullied can become anxious and withdrawn, depressed or aggressive. Some turn to substance misuse as a way of dealing with it emotionally and, at worst, bullying has been a factor in suicide.

6. What Causes Bullying?

People bully for different reasons, including:

- to feel powerful or in control
- jealousy
- to feel good about themselves
- to feel popular or show off in front of others
- because of peer pressure
- because they are being bullied themselves.

7. Signs that a Child may be being Bullied

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:

- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has any monies continually "lost"
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous & jumpy when a cyber message is received

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

8. Prevention Strategies

Bullying hurts. No one deserves to be a target of bullying. Everybody has the right to be treated with respect. Cricklade Manor Prep uses multiple strategies to reduce the likelihood of bullying, including:

- By setting out a clear vision for the school that enables all children to realise their potential.
- By ensuring that all children are “challenged, motivated and prepared” in the school with a positive approach to learning and achievement.
- Ensuring that staff are fully trained to prevent and deal with bullying.
- All staff are following the school behaviour policy on rewards and sanctions.
- Use of the curriculum to develop empathy and emotional intelligence (as set out below).
- Good behaviour and attitudes are rewarded with Star of the Week, House points or appropriate certificates.
- The use of Year 6 prefect system to monitor pupil interaction during break times. This gives pupils the opportunity to seek advice and support from peers as well as the usual support available from members of staff.
- The provision of a range of suitable play equipment to meaningfully occupy the pupils during their free time.
- Making bullying a regular item on the agenda for School Council Meetings so that all child representatives have the opportunity to raise any concerns or relevant issues.
- Use “odd socks day” and anti-bullying week to raise awareness and understanding. It should also be a regular item for discussion in the Circle Time sessions which take place in PSHEE lessons.
- Dealing with any incidents quickly and effectively to ensure pupils are aware that bullying is never acceptable.
- Introducing anti-bullying ambassadors to lead campaigns help develop strategies to reduce the impact of bullying in the school.

9. Support through the Curriculum

The PSHEE programme followed at Cricklade Manor Prep provides ample opportunities to discuss and focus on such issues. During PSHEE sessions, staff will remind pupils that the issue of bullying is treated seriously and outline the following key points:

- Ensure that pupils can identify the different types of bullying
- Know what to do if they see someone being bullied face to face or online
- Know what to do if they think they are being bullied
- Know what to expect if they talk to an adult
- Know who to speak to face to face as a trusted adult or where to find online support

10. Awareness of the Protected Characteristics.

Pupils are made aware of the protected characteristics that it is against the law to discriminate against:

- Age
- Gender reassignment
- Marriage or civil partnerships
- Pregnant or maternity leave
- Disability
- Race including colour, nationality, ethnicity or national origin
- Religion or belief
- Sex

Support from outside agencies

There are many agencies that are available to help both children and parents when there are incidents of bullying. Below are listed some helpful organisations.

- Kidscape www.kidscape.org.uk
- Youth Access www.youthaccess.org.uk
- Parent Plus www.familylives.org.uk
- Children's legal centre www.childrenslegalcentre.com
- Childline www.childline.org.uk
- ABA www.antibullyingalliance.org.uk
- NSPCC <https://www.nspcc.org.uk/>

11. Procedure

The following procedure will be followed to address bullying incidents:

Step 1: The member of staff that is first made aware of the concern will listen to the pupil being targeted and pupils involved or parents if they are the first to share the information.

Step 2: The member of staff in receipt of the information will log the concern on CPOMS making the relevant tutor or tutors aware and the Director of Pastoral Care.

Step 2: The form tutors and where deemed appropriate, the Head of Pre-Prep (EYFS and KS1) or Director of Pastoral Care (KS2) will:

- meet with each child to discuss the facts;
- make a record of the meetings, which will be passed to the Head with a copy placed on CPOMS of the alleged target;
- Act as a mediator between the target and perpetrator;
- in conjunction with the Head, decide if the incidents/s constitute bullying;
- report back to the parents who raised the concern with their findings. If no bullying type behaviour has been identified then the school will continue to monitor the situation, but close the investigation. If bullying type behaviour is identified then the school will progress to step three.

Step 3:

- offer appropriate support to the target of the bullying behaviour;
- inform the parents of any pupils involved of the situation and discuss the action to be taken;
- seek to understand the cause of the bullying and ensure that appropriate support is in place for the perpetrator;
- where appropriate, use restorative measures to support both the perpetrator and the target.
- where appropriate, inform the Designated Safeguarding Lead, who will determine whether a referral to Social Services is necessary;
- inform colleagues of the actions taken through the weekly staff meeting and ensure that all children involved are closely monitored to avoid further incidents; and
- Where bullying is identified, sanctions will be imposed (see sanctions, below).

12. Sanctions

Bullying is considered to be very serious and the nature of the incident/s will be reflected in the sanction imposed. Serious or repeated bullying might result in a fixed or permanent exclusion, the threshold for which will be decided on a case-by-case basis by the Headmaster. The following sanctions may be used:

- Apologise to the victim(s) verbally or in writing
- Lose privileges
- Lose minutes of morning break
- Meet with the Director of Pastoral care
- Parents will be invited in to school
- Go on a Smart target report
- Receive an internal isolation
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum
- **Suspension**
- Permanent exclusion

Sanctions will be imposed depending on the severity of the incident/s. Any sanctions will be applied fairly, proportionately, consistently and reasonably, taking account of any special education needs (SEN) or disabilities that pupils may have and taking into consideration the needs of vulnerable children. Bullying by children with disabilities or SEN is, however, no more acceptable than bullying by other children and it should be made clear that their actions are wrong and that appropriate sanctions are imposed.

Step 4: If the bullying continues, the Headmaster will take personal charge of resolving the issue.

13. Related Policies

The following Policies, each of which is available on the School's website, www.cricklademanorprep.com, are linked to this Anti-Bullying Policy:

- Safeguarding Policy
- Behaviour Policy
- E-safety Policy

14. Approval & Review

This policy was reviewed in December 2023 and approved by the Headmaster. It will be reviewed on an annual basis. The next policy review will take place in September 2024.