Anti-Bullying Policy

Calcot Infants and Junior Schools

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Ethos

This policy has been developed through consultation with all staff, pupils and parents to ensure that the whole school community are represented.

Calcot Schools believes that bullying of any kind is unacceptable and will not be tolerated. It is completely against our values that we work and are led by. We have high expectations of all of our staff and pupils and we aim to support the children to become well-rounded and successful individuals.

Calcot Schools community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Calcot Schools' values are the foundations of our school behaviour and anti-bullying policy and are embedded into our approach to teaching and learning. These values are intertwined across the curriculum to promote positive behaviour and are linked in with our rewards and consequences. At Calcot, we expect all pupils and staff to promote and uphold these values both in school and in the wider community.

The Calcot values are our 3 Rs:

- **Responsible**
- **Respectful**
- **Ready**

Principles:

Calcot Schools have the following objectives in terms of anti-bullying:

- To ensure that the whole school community are aware of the school policy and what they should do if bullying occurs.
- To ensure that the needs of the victim are paramount and that bullied individuals will be listened to.
- All reported incidents will be taken seriously and thoroughly investigated.

Definition of bullying:

Bullying is the repetitive, intentional behaviour of one person or group that hurts, harms or intimidates another person or group, where there is an imbalance of power. Bullying can take place face to face or online (cyberbullying), and may involve physical, psychological or verbal harm, gestures, extortion or exclusion.

Not all friendship difficulties, disagreements or one-off incidents are bullying. However, all reports of harm will be taken seriously and addressed appropriately under the Behaviour Policy and safeguarding procedures, whether or not they meet the definition of bullying.

Bullying may involve pupils, staff, parents/carers or other members of the school community. Where bullying, harassment, sexual harassment or victimisation involves an employee or other member of staff, this policy should be read alongside the Anti-Harassment and Bullying Policy. Matters concerning staff employment, including staff-to-staff bullying or harassment, formal staff complaints, victimisation, grievance or disciplinary action, will be managed under the Anti-Harassment and Bullying Policy and the relevant employment procedures.

Bullying can take a number of forms; physical, psychological, verbal, making gestures, extortion, exclusion and online. It is an abuse of power. It can be planned, organised or it may be unintentional.

Forms of bullying

Bullying can happen to anyone and this policy recognises all forms of bullying in accordance with the definition above. Some types of bullying may include:

- Emotional - unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
- Physical - pushing, kicking, hitting, punching or any use of violence;
- Racist - racial taunts, graffiti, gestures, use of prejudicial language;
- Sexual - unwanted physical contact or sexually abusive comments;
- Homophobic - focusing on the issue of sexuality;
- Verbal - name-calling, sarcasm, spreading rumours, teasing;
- Religious – a negative or unfriendly focusing on religious difference or how somebody expresses their faith;
- Cyber - all areas of the internet (e.g. email and internet chat room misuse); mobile phone threats by text messaging and calls; misuse of associated technology (e.g. camera and video facilities).

Cyber Bullying

The advent of new technology has made bullying easier to do and more difficult to detect. Cyberbullying is particularly insidious and can come in many different forms across multiple channels and media. Cyberbullying can occur through mobile phones, messaging services, gaming platforms, social media, live streaming and other online technologies. Although much online behaviour takes place outside school, the school may investigate and respond where online behaviour affects the safety, wellbeing or education of pupils, or impacts the orderly running of the school. Where appropriate, parents, social media providers, the police or other agencies may also be involved.

Online bullying can take many forms:

- Using AI-generated or manipulated images, videos or messages to humiliate, threaten or target another person
- Abusive or threatening texts, emails or messages
- Posting abusive comments on social media sites
- Sharing humiliating videos or photos of someone else
- Stealing someone's online identity
- Spreading rumours online
- Trolling – sending someone menacing or upsetting messages through social networks, chatrooms or games
- Developing hate sites about another person
- Prank calls or messages
- Group bullying or exclusion online
- Anonymous messaging
- Encouraging a young person to self-harm
- Pressuring children to send sexual messages or engaging in sexual conversations

Making or sharing of nudes and semi-nudes

This includes making or sharing nude or semi-nude images or videos of children, including digitally manipulated or AI-generated imagery. All incidents involving the sharing of such imagery require a safeguarding response, whether consensual or non-consensual and whether or not they meet the definition of bullying. Staff must report concerns immediately to the DSL or a deputy and follow the Child Protection and Safeguarding Policy. Staff must not view, copy, print, share, store, save or delete the imagery, ask a pupil to share or download it, or conduct their own investigation.

Upskirting: typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm. It is a criminal offence. Anyone of any gender, can be a victim. This must always be referred immediately to the Designated Safeguarding Lead.

Online Safety Act
The school works in partnership with parents to educate pupils about safe and responsible online behaviour and responds appropriately to online incidents in line with national safeguarding guidance and current legislation.

Mobile Phones
Calcot Schools are mobile phone-free by default. Pupils' mobile phones and similar devices are managed in accordance with the Mobile Phone Policy, including permission to bring a device, switching it off, handing it in, secure storage and restrictions on use anywhere on the school site. Smartwatches with communication, recording or other prohibited smart functions are not permitted. Any individually agreed exception for medical, disability or other exceptional needs must follow the documented arrangements in that policy.

We recognise that bullying, including cyberbullying, may occur outside of school hours or away from the school site and may still have an impact on pupils' wellbeing, safety and ability to learn. Where such incidents are brought to the school's attention, we will listen to and support the pupils involved, work with parents and carers where appropriate, and take reasonable and proportionate steps to address the impact on the school community. The school will provide appropriate pastoral support and, where necessary, work with relevant external agencies to help keep our children safe.

Initiation/Hazing

Hazing is a form of initiation ceremony which is used to induct newcomers into an organisation such as a private school, sports team etc. There are a number of different forms, from relatively mild rituals to severe and sometimes violent ceremonies. The ceremony welcomes newcomers by subjecting them to a series of trials which promote a bond between them. After the hazing is over, the newcomers also have something in common with older members of the organisation, because they all experienced it as part of a rite of passage. Many rituals involve humiliation, embarrassment, abuse, and harassment.

Prejudiced Behaviour

The term prejudice-related bullying refers to a range of hurtful behaviour, physical or emotional or both, which causes someone to feel powerless, worthless, excluded or marginalised, and which is connected with prejudices around belonging, identity and equality in wider society – for example disabilities and special educational needs, ethnic, cultural and religious backgrounds, gender, home life, (for example in relation to issues of care, parental occupation, poverty and social class) and sexual identity.

Teenage relationship abuse

Teenage relationship abuse is a pattern of actual or threatened acts of physical, sexual, and/or emotional abuse, perpetrated by an adolescent (between the ages of 13 and 18) against a current or former partner. Abuse may include insults, coercion, social sabotage, sexual harassment, threats and/or acts of physical or sexual abuse. The abusive teen uses this pattern of violent and coercive behaviour, in a heterosexual or same gender relationship, in order to gain power and maintain control over the partner. This abuse may be child sexual exploitation.

Child-on-child abuse
Some forms of bullying may also constitute child-on-child abuse and therefore require a safeguarding response. This includes, but is not limited to, sexual harassment, sexual violence, harmful sexual behaviour, prejudice-based abuse, sharing of indecent images, online abuse and serious violence. Where this is suspected, the school's safeguarding procedures will be followed immediately alongside the behaviour procedures. Staff must immediately report suspected child-on-child abuse to the Designated Safeguarding Lead or a deputy. A safeguarding response is required whether or not the behaviour is repeated or meets the definition of bullying. The DSL will assess the risks and arrange referrals to children's social care, the police or other agencies where appropriate.

Research shows that children that experienced bullying can be affected significantly and into their adult life. As a school it is essential that we ensure we are able to prevent bullying, act quickly when it takes place and avoid misidentifying bullying. The school believes that both the child experiencing bullying and the child displaying bullying behaviour require support. Alongside appropriate protective and educational consequences, staff will seek to understand the underlying causes of the behaviour and provide opportunities to repair relationships, develop empathy and learn more positive ways of interacting with others.
To ensure the children affected get the help they need this may include involving other people such as children's services, the police, and specialist services.

We build into our curriculum lots of opportunities to learn about bullying, the varying forms of bullying, including robust e-safety modules that tackle the ongoing dangers of social media alongside cyber bullying. Through our curriculum we encourage pupils to become positive bystanders who safely report concerns, support others and help create a culture where bullying is not accepted. Children are taught that remaining silent can allow bullying to continue and that telling a trusted adult is the right thing to do. This is supported by our local community and the police through workshops and talks for our pupils and their parents.

Bullying, Abuse and Harassment of Staff

The school is committed to protecting all members of staff from bullying, harassment, abuse, intimidation and other unacceptable behaviour. This includes behaviour by pupils, parents, carers or other members of the school community, whether it occurs in person, in writing or online.

Verbal abuse, threatening or intimidating behaviour, repeated unwanted contact, aggressive or inappropriate communication, and the sharing of abusive, harmful or defamatory content about staff will not be tolerated.

Concerns involving a pupil will normally be managed in accordance with the Behaviour Policy and, where appropriate, the safeguarding procedures. Concerns involving a parent, carer or other member of the school community will be managed using the most appropriate school procedure, which may include the Complaints Policy, procedures for controlling access to school premises, safeguarding procedures or other relevant procedures.

Where the concern involves an employee or other member of staff, the Anti-Harassment and Bullying Policy will also apply where appropriate. Matters relating to staff employment, including staff-to-staff bullying or harassment, victimisation, formal staff complaints, grievance or disciplinary action, will be dealt with under the Anti-Harassment and Bullying Policy and the relevant employment procedures.

All concerns will be taken seriously, recorded and managed appropriately. Staff who experience bullying, harassment, intimidation or inappropriate or hostile communication will be offered appropriate support and guidance.

Parent and Carer Communication and Online Content

The school recognises the importance of maintaining positive, respectful and constructive

relationships with parents and carers. Clear communication routes are in place to ensure that concerns can be raised and addressed appropriately, and parents and carers are expected to communicate respectfully with all members of staff, even where there is disagreement or concern. Abusive, threatening, intimidating or harassing behaviour will not be tolerated. Where inappropriate, abusive, harmful or defamatory content about staff is posted or shared online, the school will take appropriate and proportionate action, including requesting the removal of such content and, where necessary, working with online platforms and relevant external agencies. The school may withdraw an individual's permission to enter the premises where their behaviour presents a risk to staff or pupils. Any restriction will follow DfE guidance on controlling access to school premises, including written notification, an opportunity to make representations and review within a reasonable period. The school will also seek appropriate support from relevant organisations, including the UK Safer Internet Centre, where malicious or harmful online content relating to staff requires advice or assistance with removal. Serious or persistent incidents will be managed in accordance with the school's complaints, behaviour and other relevant procedures.

Legislation and Relevant Guidance

There are a number of pieces of legislation and statutory and non-statutory guidance that inform the school's approach to preventing and responding to bullying, harassment, discrimination and abuse. These include, but are not limited to:

Legislation

- Education and Inspections Act 2006
- Education Act 1996, including Section 547
- Equality Act 2010
- Children Act 1989
- Children and Families Act 2014
- Protection from Harassment Act 1997
- Public Order Act 1986
- Computer Misuse Act 1990
- Human Rights Act 1998
- Health and Safety at Work etc. Act 1974
- Online Safety Act 2023

Relevant guidance

- Department for Education: *Preventing and Tackling Bullying*
- Department for Education: *Preventing and Tackling the Bullying and Harassment of School Staff* (2026)
- Department for Education: *Keeping Children Safe in Education 2026*
- Department for Education: *SEND Code of Practice: 0 to 25 years*

Consultation process:

Calcot Schools use a variety of methods to constantly review and implement new strategies for preventing bullying. We endeavour to have a breadth of knowledge about bullying issues within the school and some of the ways we collect this information are:

- Survey/Questionnaires to pupils and staff
- Seeking the views of parents from information evenings and surveys
- The internal monitoring and evaluation system for behaviour incidents
- Regular Key Stage phase meetings and Senior Leadership Team (SLT) meetings
- Pupil school council meetings and representatives
- Weekly assemblies
- Anti Bullying Week to raise awareness within school
- Raising awareness programs through PSHE and ELSA

Professional development

Calcot Schools will ensure that they will take every opportunity to design and implement any staff training which is relevant to bullying. We will regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour. Every year Safeguarding Training will be carried out with all staff where bullying behaviour will be looked at and any updates from the Local Authority or National Policies will be discussed and reviewed. Calcot Schools will ensure that throughout the year, when appropriate opportunities arise which lead to anti bullying work, we will embrace these to ensure all staff, pupils and parents receive the appropriate information.

Role and Responsibilities

Everyone should work together to combat and eradicate any incident of bullying at Calcot Schools by ensuring nobody suffers in silence and effective systems are in place to deal with any such incidents.

Responsibility of all Staff

Our Staff will:

- Foster in our pupils, self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it can cause to both the pupil who is bullied and to the bully. The importance of telling a teacher about bullying when it happens and the responsibilities of being a bystander to bullying.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to pupils who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected bullying to the relevant member of SLT. Any associated safeguarding concern must be reported immediately to the Designated Safeguarding Lead or a deputy .
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken in consultation with SLT.
- Record all reports and concerns about bullying on CPOMS, including investigation findings, actions taken, support provided and follow-up outcomes
- Deal with observance of bullying properly and effectively, in accordance with agreed behaviour procedures.
- Develop teaching resources and opportunities to focus pupils on anti-bullying.

Responsibility of all Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected incidents of bullying to dispel any kind of secrecy and help to prevent further incidences.
- Not suffer in silence and have the courage to speak out about their own experiences or that of peers to put an end to their own suffering and that of other potential targets.
- Be involved and engage in anti-bullying campaigns in school to embed the message.

Responsibility of all Parents

We ask our parents/carers to support their children in school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence

of bullying.

- Advising their children to report any bullying to the appropriate member of staff and explain the implications of allowing the bullying to continue unchecked for themselves and other children.
- Advising their children not to retaliate towards any forms of bullying.
- Be sympathetic and supportive towards their children and reassure them that appropriate action will be taken.
- Informing the school of any suspected bullying, even if their children are not involved.
- Co-operating with the school, if their children are accused of bullying, to try to ascertain the truth and point out the implications of bullying for the victim and the perpetrator and to support the school in appropriate sanctions under the Behaviour Policy.
- Being aware of the anti-bullying policy and ensuring they know to contact a member of staff or the headteacher if they are concerned about bullying or want to make a formal complaint about an incident of bullying.
- Working with the school to role model positive behaviour for pupils, both on and offline.
- Seeking support from the school or other organisations (see Appendix) when needed.

Preventative strategies

Calcot Schools has a wide array of measures to promote positive behaviour and celebrate diversity across the school. Further details of these strategies can be seen in our behaviour policy. Some specific strategies employed to prevent bullying are:

- Pastoral support through assemblies and specific interventions
- Pastoral support through ELSA
- Classroom charters/promises
- Calcot Values and 3 Rs
- Implementation of No Outsiders Program in school
- All pupils understanding of the Zones of Regulation
- Excellent teaching and learning allowing effective classroom management
- Robust and effective PSHE/SMSC curriculum provision to develop awareness of and skills to protect against bullying.
- Excellent knowledge of and communication with individual children and families
- Playground buddy benches and use of “safe” spaces for vulnerable children at playtimes
- Close working relationship with secondary school pupils and outside school organisations to promote positive role models

Support for vulnerable groups:

Some pupils are more likely to be the target of bullying because of the attitudes and behaviours some young people have towards those who are different from themselves. Children with SEN or disabilities can often lack the social or communication skills to report such incidents. At Calcot, all of the staff are alert to the potential bullying of vulnerable individuals and have structured interventions in place to support this group.

Procedures and Reporting Incidents

At Calcot, we are committed to creating an environment in which everyone feels safe, respected and confident that concerns about bullying will be listened to and acted upon promptly and sensitively. We recognise that reporting bullying is an important part of preventing it from continuing. Pupils who experience bullying, as well as those who witness or become aware of bullying, are encouraged to speak to a trusted member of staff. We want all members of our school community to understand that reporting concerns is not ‘telling’ or ‘snitching’; it is an important step in keeping themselves and

others safe.

Any suspected or reported incident of bullying should be brought to the attention of a member of staff. Pupils, parents and carers, and staff are encouraged to report concerns at the earliest opportunity. All suspected and reported bullying concerns will be recorded on CPOMS, including whether the investigation establishes that bullying has occurred. Senior leaders will review records regularly, and governors will receive anonymised information to monitor patterns and the effectiveness of the school's response. This enables the school to monitor patterns, identify emerging concerns and ensure that appropriate action is being taken .

Where bullying is reported, the school will respond promptly and proportionately, taking into account the needs and circumstances of all those involved. Depending on the nature and severity of the incident, the following actions may be taken:

- Parents/carers of pupils directly involved will normally be contacted promptly. Where contacting a parent/carer could place a child at additional risk or prejudice a safeguarding investigation, the DSL will determine the appropriate approach in consultation with relevant agencies .
- A member of the SLT will oversee a thorough and sensitive investigation of bullying concerns, using appropriate approaches to establish what has happened and ensure that all pupils involved are supported. Where a concern involves suspected child-on-child abuse, the DSL or a deputy will lead the safeguarding response under the Child Protection and Safeguarding Policy. Staff must not conduct an independent safeguarding investigation, and any school enquiries will be coordinated with relevant agencies where necessary.
- Appropriate feedback will be provided to the relevant pupils and their parents/carers once the investigation has been completed, while maintaining appropriate confidentiality.
- Confirmed bullying incidents will also be reported to the Local Authority via CREST in accordance with the Behaviour Policy .
- Appropriate consequences or sanctions will be applied in line with the school's Behaviour Policy Policy.
- Where appropriate, advice or support may be sought from relevant professionals or external agencies, such as the Education Welfare Officer, Educational Psychologist, Social Care or the Police.
- The situation will be monitored over an appropriate period to ensure that the bullying has stopped and that there is no recurrence.
- Bullying data recorded on CPOMS will be appropriately analysed and, where relevant, disaggregated by pupil demographics to identify patterns, including potential prejudice-based bullying, and inform preventative action.
- A summary of bullying incidents and emerging trends will be reported to Governors on a termly basis.

Bullying of Adults

At Calcot, we recognise that bullying, harassment, intimidation or abusive behaviour towards adults is equally unacceptable. This includes behaviour directed towards staff or parents/carers by pupils, parents/carers, staff or other members of the school community. Any such concerns should be reported to an appropriate member of staff and will be taken seriously, investigated promptly and managed in accordance with the school's relevant policies and procedures. The school will take appropriate action to protect those affected and, where necessary, provide support to those who have experienced bullying or harassment.

Response to cyber-bullying:

Calcot Schools have a comprehensive computing curriculum and provides information to staff and pupils to ensure they protect themselves online. In addition to the above procedures, the following action may take place in response to reported cyber-bullying by or towards a member of the Calcot Schools community:

- Encourage the preservation of appropriate evidence, such as non-sexual messages, usernames, dates and website addresses. Where nude or semi-nude images of a child are suspected, report immediately to the DSL. Staff must not ask anyone to screenshot, copy, forward or share those images, or investigate by viewing them; the DSL will follow the relevant safeguarding guidance
- Take all available steps where possible to identify the person responsible. This may include:
- looking at the school systems
- identifying and interviewing possible witnesses
- contacting the service provider and the police, if necessary
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
- Any confiscation, search or examination of an electronic device will follow the school's Mobile Phone Policy and current DfE searching, screening and confiscation guidance.
- Decisions about removing or deleting content will follow safeguarding procedures and, where applicable, police advice. Potential evidence must not be deleted before appropriate advice is obtained.
- Ensure that sanctions are applied to the person responsible for or involved in the cyber-bullying.
- Inform the police if a criminal offence has been committed.

Bullying outside of school

Any act of bullying that is reported to Calcot staff and occurs off the school site or outside of normal school hours (including cyber-bullying) will be investigated and acted on in the same manner as if it occurred on school premises. This is in accordance with our behaviour policy and guidance from the Department for Education (Section 89(5) of *The Education and Inspections Act* 2006). If required, the headteacher will collaborate with other schools or outside agencies.

Link to other policies

This Policy should be read in conjunction with the following policies and procedures, as appropriate:

- Child Protection and Safeguarding Policy
- Behaviour Policy
- Acceptable Use Policy
- Mobile Phone Policy
- Online Safety Policy
- Anti-Harassment and Bullying Policy
- Complaints Policy
- Staff code of conduct

Appendix 1

Useful sources of information and support for children and young people and their parents/carers:

Anti-Bullying Alliance Information and advice about bullying https://anti-bullyingalliance.org.uk/

Safer Internet Organisation: For advice on helping young people stay safe online. https://saferinternet.org.uk/

Childline	Helpline: 0800 1111 (open 24 hours a day - aimed at children who are experiencing bully- ing problems) For children who are deaf or hard of hearing textphone service: 0800 400222 www.childline.org.uk
Gov UK	For pupil bullying and legal guidance https://www.gov.uk/bullying-at-school For preventing and tackling bullying and harassment of school staff https://www.gov.uk/government/publications/preventing-and-tackling-bullying-and-harassment-of-school-staff Guidance for schools on preventing and responding to bullying. https://www.gov.uk/government/publications/preventing-bullying
EACH	Guidance and Advice for children experiencing homophobic bullying: https://each.education/
Coram-Kidscape	Helpline: 0300 102 4481 (aimed at parents, guardians or concerned relatives or friends of bullied children) https://coramkidscape.org.uk/