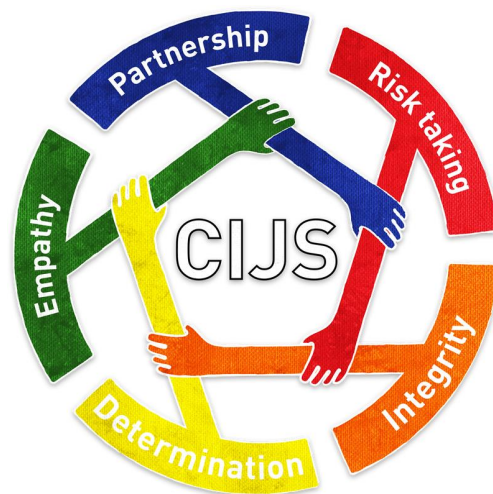
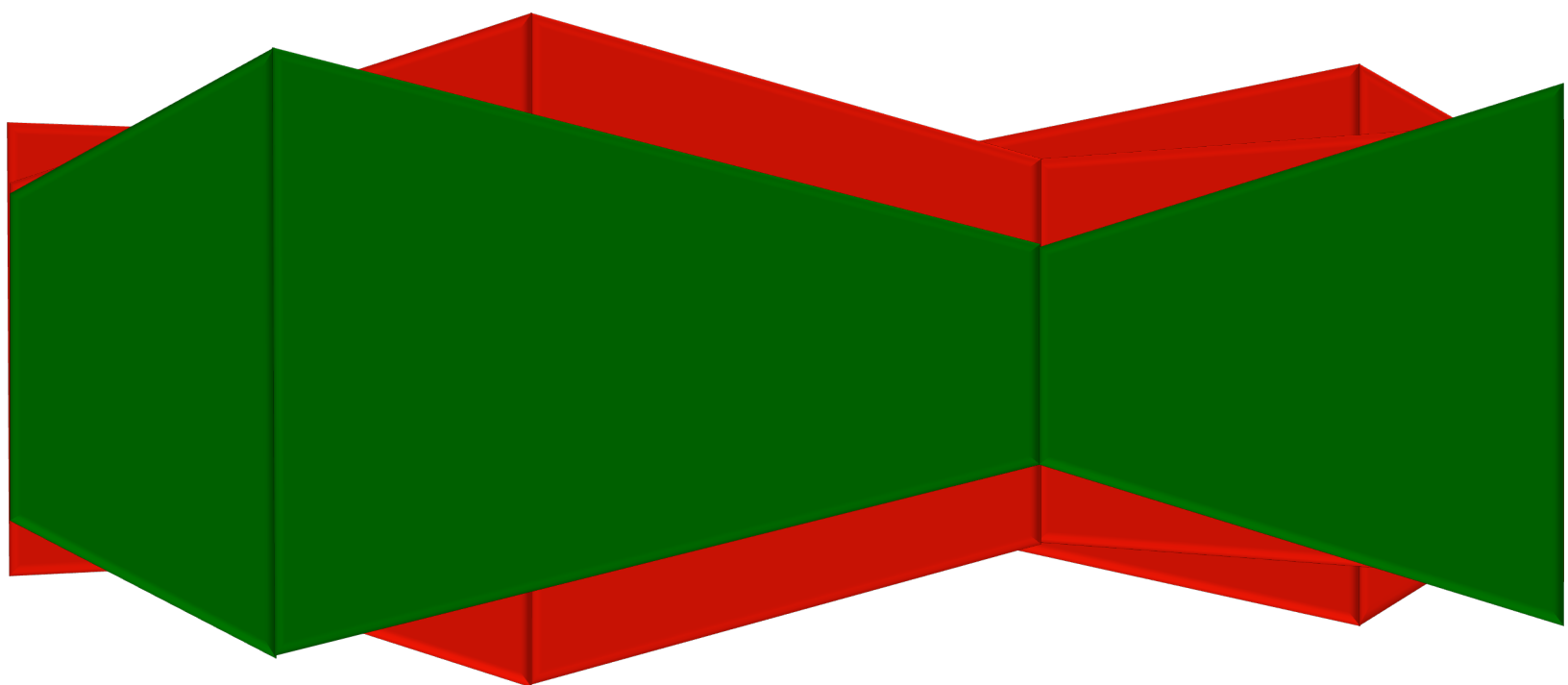


Chellaston Infant and Junior Schools



Anti-Bullying Policy 2025-26

Review Date	July 2026	Reviewed and adopted by	Governing Body
Next Review Due	July 2027	Updated by	Lisa Turner-Rowe



1. Policy Statement

At Chellaston Infant and Junior Schools, we are committed to providing a safe, inclusive and respectful environment where every child feels valued and able to thrive.

Our behaviour expectations of **Kind, Ready and Safe** underpin all aspects of school life. Bullying of any kind is unacceptable and will not be tolerated.

We actively promote positive relationships, celebrate diversity and encourage all members of our school community to speak out if they experience or witness bullying.

All concerns will be taken seriously, investigated promptly and addressed fairly.

2. Aims

This policy aims to:

- Promote a culture of kindness, respect and inclusion.
- Prevent bullying through education and positive relationships.
- Provide clear procedures for reporting and responding to concerns.
- Ensure all pupils feel safe and supported.
- Meet statutory safeguarding and equality responsibilities.

3. Definition of Bullying

The Department for Education defines bullying as:

"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally."

At Chellaston Infant and Junior Schools, we use the acronym:

STOP

Several Times On Purpose

This helps children understand that bullying is:

- Deliberate
- Repeated
- Harmful

Not all friendship difficulties, disagreements or one-off incidents are bullying. However, all unkind behaviour will be addressed and supported by staff.

4. Types of Bullying

Bullying may include:

Type	Examples
Emotional	Exclusion, intimidation, humiliation
Physical	Hitting, kicking, pushing, damaging belongings
Verbal	Name-calling, teasing, insults, rumours
Cyberbullying	Online messages, social media, gaming platforms
Sexual	Unwanted comments, gestures or contact
Prejudice-based	Bullying related to race, religion, disability, sex, sexual orientation or gender identity

Any prejudice-based incident will be recorded and addressed appropriately.

5. Roles and Responsibilities

Headteacher

The Headteacher has overall responsibility for:

- Implementing and monitoring this policy.
- Ensuring concerns are investigated appropriately.
- Reporting trends and patterns to governors.
- Liaising with external agencies where necessary.

Anti-Bullying Leads

The Anti-Bullying Leads are:

- Rachel Leyland (Deputy Headteacher)
- Kate Ballington (Assistant Headteacher)

They will:

- Support investigations.
- Monitor records.
- Coordinate prevention work.
- Review the effectiveness of the policy.

Staff

All staff will:

- Promote positive relationships.
- Challenge bullying behaviour immediately.
- Record incidents on MyConcern.
- Inform leaders and parents where appropriate.
- Use restorative approaches to support resolution.

Pupils

Pupils are expected to:

- Treat others with kindness and respect.
- Report concerns to a trusted adult.
- Support others by speaking out against bullying.

6. Preventing Bullying

We prevent bullying through a whole-school approach.

Curriculum

Children learn about:

- Positive relationships and friendships.
- Respect and diversity.
- Online safety.
- Managing emotions and conflict.
- Equality and protected characteristics.

This is delivered through PSHE, RSE, RE, assemblies and themed events.

School Culture

We promote:

- Kind, Ready, Safe expectations.
- PRIDE (Partnership; Risk Taking; Integrity; Determination; Empathy)
- Celebration of diversity.
- Pupil voice opportunities.
- Anti-Bullying Week.
- Children's Mental Health Week.
- Safer Internet Day.

Support

Additional support may include:

- Pastoral support.
- ELSA interventions.
- Counselling.
- Peer mediation.
- Social and emotional programmes.
- External agency support.

7. Reporting Bullying

Children Can

- Tell any trusted adult.
- Use a Something to Say form.
- Use classroom reporting systems.
- Speak to a Peer Mediator (Junior School).

Parents and Carers Can

Concerns should be raised with the class teacher in the first instance:

- In person
- By telephone
- By email

If concerns remain unresolved, parents should contact a member of the Senior Leadership Team.

We ask all parents to raise concerns directly with school rather than discussing incidents publicly or on social media.

8. How We Respond

All reports of bullying will be taken seriously.

When concerns are raised:

1. The incident will be investigated promptly.
2. All parties will be listened to fairly.
3. The incident will be recorded on MyConcern.
4. Parents will be informed where appropriate.
5. Support will be provided for all children involved.
6. Appropriate consequences will be applied in line with the Behaviour Policy.
7. Follow-up checks will be completed to ensure concerns have been resolved.

Responses may include:

- Restorative conversations.
- Pastoral support.
- ELSA intervention.
- Peer support.
- Counselling.
- Behaviour sanctions.
- External agency involvement where appropriate.

9. Bullying Outside School

The school may respond to bullying that occurs in line with DFE guidance: Head teachers of state schools have the legal power to make sure children behave outside of school premises, “to such an extent as is reasonable.” We expect our pupils to behave in a kind and caring way towards each other at all times so the scope of consequence will include the option to respond to bullying that happens anywhere off the school premises,

for example:

- On journeys to and from school.
- In the local community.
- Through social media or online platforms.
- During school-related activities.

Where appropriate, the school may work with parents, external agencies or the police.

10. Cyberbullying

Cyberbullying is bullying that takes place through:

- Social media.
- Messaging services.
- Gaming platforms.
- Online forums and websites.

The school treats cyberbullying as seriously as any other form of bullying.

Children are taught how to stay safe online through the curriculum and regular online safety education.

11. Recording and Monitoring

All bullying incidents are recorded on MyConcern.

Records are monitored by:

- The Headteacher.
- Anti-Bullying Leads.
- Designated Safeguarding Team.

Information is used to:

- Monitor trends.
- Evaluate effectiveness.
- Inform preventative work.
- Report to governors.

All information is stored in accordance with GDPR requirements.

12. Equality and Inclusion

The school is committed to promoting equality, diversity and inclusion.

Bullying linked to any protected characteristic will be taken particularly seriously.

Protected characteristics include:

- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment

We also recognise that some children may be vulnerable to bullying due to circumstances such as being a young carer, looked-after child or having additional needs.

13. Supporting Parents and Carers

If you believe your child is being bullied:

- Listen carefully and remain calm.
- Record key information.
- Reassure your child.
- Encourage them to speak to a trusted adult.
- Contact the class teacher promptly.

If your child has displayed bullying behaviour:

- Discuss the behaviour calmly.
- Reinforce expectations around kindness and respect.
- Work positively with the school.
- Support restorative actions and agreed next steps.

14. Linked Policies

This policy should be read alongside:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Online Safety Policy
- Equality Policy
- PSHE/RSE Policy
- Complaints Policy
- GDPR Policy
- Staff Code of Conduct
- CIJS SEMH Pathway

Appendix: Useful Organisations

- [Anti-Bullying Alliance](#)
- [Childnet](#)
- [Mencap](#)
- [Educational Action Challenging Homophobia \(EACH\)](#)
- [NSPCC](#)
- [Childline](#)

Terms used through this document

My Concern	The software used to support our record keeping
EHAF	Early Help Assessment Form
ELSA	Emotional Literacy Support Assistance
GDPR	General Data Protection Regulation
FS2	Foundation Stage
KS1	Key Stage 1
KS2	Key Stage 2
PSHE	Personal Social and Health Education
RSE	Relationships and Sex Education
SLT	Senior Leadership Team
DFE	Department for Education

Useful Publications

[Preventing and Tackling Bullying – July 2017](#)

[Equality Act 2010](#)

[Children's Act 1989](#)

[Children and Families Act 2014](#)

Appendices

1. Behaviour often associated with bullying
2. Guidance for parents/carers
3. Something to Say form
4. Report using 'colour monsters' – Infant School

UNDERSTANDING DIFFERENT TYPES OF BULLYING

A GUIDE FOR PARENTS:
Recognising, Responding & Supporting Children

WHAT IS BULLYING?



Single serious incidents can also be bullying

CYBERBULLYING

Happens online and in person.



Treated as seriously as bullying in school.

PREJUDICE-RELATED LANGUAGE

Words that insult or stereotype, even 'joking'



Treated as seriously as bullying in school.

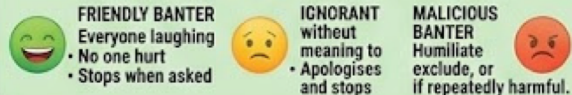
BAITING

Deliberately making someone lose their temper or react badly.

- Winding someone up, provoking anger, encouraging reactions for trouble.
- Happens online or offline.

BANTER

Friendly teasing - only when everyone enjoys it.



FRIENDLY BANTER
Everyone laughing
• No one hurt
• Stops when asked

IGNORANT BANTER
Without meaning to
• Apologises and stops

MALICIOUS BANTER
Humiliate, exclude, or if repeatedly harmful.

WHERE CAN BULLYING HAPPEN?

- In school
- Journey to/from school
- Local community
- Online, through gaming/social media

Outside school, we work with families to resolve.



HOW CAN PARENTS HELP?

- ✓ Listen calmly & reassure
- ✓ Keep a record
- ✓ Encourage not to retaliate
- ✓ Save screenshots/online evidence
- ✓ Contact school early

TOGETHER we can help every child feel safe, valued and respected.

RELATIONAL CONFLICT VS. BULLYING

Not all disagreements are bullying.

- Argue
- Fall out with friends
- Say unkind things in the heat of a moment
- Disagreements about games and friendship

Resolved with support, reflection and restoring relationships.



Equal vs. Unequal

Bullying involves power differences & repetition.

PREJUDICE-RELATED BULLYING

Targets who someone is.

- Race or ethnicity
- Disability
- Religion/belief
- Sex or gender
- Sexual orientation
- Gender Identity

Also targets:

- Gender Identity
- Gypsy/Roma/ Traveller heritage
- Young carers
- Locked after
- Health needs
- Family circumstances

NO HIERARCHY OF BULLYING
- all taken seriously.

CHILD-ON-CHILD ABUSE



SEXUAL OR SEXIST BULLYING

Unwanted behaviour of a sexual nature.

- Sexual comments
- Unwanted touching
- Inappropriate messages
- Sharing images
- Making someone feel embarrassed/unsafe due to sex or gender

Right to feel safe and respected.

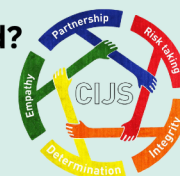
Concerned about a child?

Contact us on:

safeguarding@chellastoninfants.org

or

safeguarding@chellastonjuniors.org



Supporting Your Child if They Tell You They Are Being Bullied

You're not alone. Listening, believing and working together makes a real difference.



1

Listen and Reassure

- Stay calm and listen carefully.
- Thank your child for telling you.
- Reassure them they've done the right thing.
- Remind them that bullying is never their fault.

2

Gather the Facts

- Ask what happened, where and when.
- Find out who was involved.
- Keep a brief record of incidents.
- Save screenshots or messages if it happens online.

3

Work with the School

- Contact your child's teacher as soon as possible.
- Share the information you have recorded.
- Ask what actions will be taken.
- Stay in touch and let the school know if things improve or continue.

4

If It Happens Online

- Don't reply to abusive messages.
- Save evidence by taking screenshots.
- Block and report the account.
- Tell the school if it involves pupils.
- Contact the police if there are threats or criminal behaviour.

5

Help Your Child Recover

Encourage your child to:

- spend time with trusted friends
- enjoy hobbies and activities they love
- keep talking to trusted adults
- remember that bullying does not define who they are.

If You Think Your Child Has Been Bullying Others

Children sometimes make poor choices and need support to change. As parents, you can:

- talk calmly about why the behaviour is unacceptable
- work with the school to put things right
- encourage kindness, empathy and respect
- praise positive behaviour and good choices
- remember that behaviour can change with support.

If You Need More Support

- Speak to your child's teacher.
- Ask to meet a senior leader or Head Teacher.
- Refer to the school's Anti-Bullying Policy.
- Follow the school's complaints procedure if necessary.

Advice for Parents/Carers to Share with Children

It's not your fault.
No matter what a bully says or does, you should never feel ashamed.

See it differently.
The bully may be unhappy and wants control. Don't give them the satisfaction.

Don't dwell on it.
Delete messages and focus on the positive things in your life.

Manage stress.
Use healthy ways to cope: exercise, breathing exercises, meditation, positive self-talk.

Do more of what you enjoy.
Spend time on hobbies, sports and friends who make you feel good.

Every child deserves to feel safe, valued and respected.
If your child tells you about bullying, listening, believing them and working together with the school is the best place to start.

Appendix 3

Something to say? Anything you want to tell us, we're here to help.



My Name

My class

Teacher's name

I'd like to tell you that I'm:

☐

I am worried about something

☐

I am happy about something



Please write or draw anything you want to tell us:

You can hand this to any adult in school who you trust and they will help you. **Thank you.**



STOP

Bullying is **several times** on purpose.
It is **not** kind. It is **not** OK.

Worried about bullying or someone being mean?

You can **STOP** and get help.

STOP means: **Start Telling Other People.**

STOP →



Tell your teacher
or an adult in school.
They are here to help you.



STOP →



Tell a friend
who can help you
to get help.



STOP →



Tell your parents
or a trusted adult.



STOP →



Fill in a 'Something to say'
form and put it in the
class box.



Your teacher may ask one of these adults to help you.



Mrs Cox
Headteacher



Mrs Cheadle
Deputy Head



Mrs Helliwell
Assistant Head



Mrs Hopkinson
SENDco



Mrs Hunt
Pastoral Lead



Mr Wood
Pastoral Lead



Mrs Wood
Inclusion Lead



At our school we are:



Kind

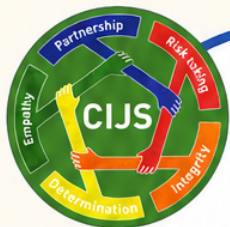


Ready



Safe





If someone is
unkind to you...



Tell Someone.

Bullying is when someone is
unkind several **times** **on** purpose.

How do you feel?



sad



angry



happy



calm



scared



loving



mixed up

You can tell...



a teacher
or an adult
in school



a friend



your family



Telling is good.
You will get **help**.

