

**Review Date April 2026**

## **Belmont CP School** **Anti-Bullying Policy**

This Policy should be read in conjunction with the LCC/school published:

- LCC Equality and Diversity Policy
- LCC Equality and Diversity in Employment
- LCC Gender Reassignment Guidance
- Child Protection and Safeguarding Policy
- SEND Policy/Accessibility Plan
- Promoting Positive Behaviour Policy

### **Statement of intent**

Belmont School aims to provide a safe, caring and friendly environment for all our children and young people to allow them opportunities to learn effectively, improve life chances and help them maximise their potential.

We will strive to ensure children and young people feel safe, including understanding the issues relating to safety, such as bullying and that they feel confident to seek support should they feel unsafe.

### **Aims**

- It should be made clear that bullying behaviour is not acceptable
- Preventative measures must form part of overall anti-bullying strategy
- All staff will have read this policy and therefore have an understanding of what bullying is
- All staff will know about and follow this policy
- All our children and young people and their parents should be aware of what to do if bullying occurs
- There should be no “hierarchy” of bullying – all forms of bullying should be taken equally seriously

### **Objectives**

#### **Preventing bullying**

The most effective way of preventing bullying is to create effective environments in which:

- the contribution of all children and young people are valued
- all children and young people can feel secure and are able to contribute appropriately
- stereotypical views are always challenged, and children and young people learn to appreciate and view positively differences in others whether arising from race, culture, gender, sexuality, ability or disability
- children and young people learn to take responsibility for their actions and behaviours both in school and in the wider community
- all forms of bullying and harassment are challenged
- children are taught and follow the principles of our behaviour curriculum – ‘The Belmont Way’
- children and young people are supported to develop their social and emotional skills

### **The school defines bullying in the following way:**

A child is being bullied when another child or group of children say hurtful things; hit, kick or physically threaten; send nasty notes or isolate and refuse to speak to a child. When any of the previous actions take place frequently and the child feels powerless to stop it, we call it bullying.

Bullying can be:

- 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
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of internet, such as email & internet chat room misuse Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

It is not bullying when two children of equal power or strength have an argument or falling out. We do not consider an isolated incident to be bullying but would still take the incident seriously and help the children to resolve their difficulties.

We recognise that there are important reasons to challenge bullying immediately. Bullying makes children unhappy, and over time the child could lose confidence, self-esteem and feel powerless to control what is happening to them. This could result in an inability to concentrate fully on their work and will begin to affect the child's academic, social and emotional progress.

### **Reporting**

Clear systems for reporting bullying are in place for all, this includes those who are the target of bullying or who have witnessed bullying behaviour (bystanders).

Procedures for reporting incidents of bullying are as follows:

- **Pupils** – all pupils are encouraged to report any incidents to a trusted adult member of the school. Pupils should report either directly to an adult or via an alternative route eg ZUMOS or class worry boxes
- **Parents/Carers** – are advised to initially inform the school by contacting the class teacher either directly or via the school office
- **Staff/Visitors** – report any allegations to class teacher/Headteacher – this would ordinarily be done via the CPOMS system
- **Bystanders** – encouraged to report to trusted member of staff

### **Responding**

The following steps may be taken when dealing with incidents (example):

- If bullying is suspected or reported, the incident should be dealt with immediately where appropriate by the member of staff who has been approached
- A clear account of the incident must be recorded on CPOMS
- Class teachers will be kept informed
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned
- The Police should be notified if appropriate

Children and young people who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with an adult of their choice who listens and takes the situation seriously
- Reassuring the child / young person
- Offering continuous tailored support as appropriate
- Restoring self-esteem and confidence.

Children and young people who have displayed bullying behaviour will be helped by:

- Discussing what happened
- Discovering why they became involved
- Establishing the wrong doing and their need to change and identify available support
- Informing and supporting parents or carers to help change the child or young persons attitude
- Maintaining ongoing communication with parents or carers

When all other responses have been exhausted the following disciplinary steps can be taken:

- Official warnings to cease offending
- Withdrawal of privileges
- Exclusion from certain areas of premises
- Internal suspension
- Fixed-term suspension
- Permanent exclusion
- Police involvement

### **Evaluation**

The policy will be reviewed annually to assess the effectiveness of its implementation through discussion with all stakeholders. The policy will be promoted and implemented throughout the year.

<b>Ratified by governors at their meeting on</b>	<b>14<sup>th</sup> May 2025</b>
<b>Signed</b>	
<b>Review Date</b>	<b>April 2026</b>