



Crays Hill
Primary School

“Learning, Safety and Respect for all”



BERLESDUNA
ACADEMY TRUST

Anti-bullying Policy

Shared with staff/community: September 2025

LGB ratification: September 2025

Crays Hill Primary School Anti-Bullying Policy

1. Introduction

At Crays Hill Primary School, we are committed to creating a safe, nurturing, and inclusive environment where every child feels valued and respected. Bullying in any form is not tolerated, and we strive to ensure all pupils can learn and thrive in a supportive setting.

2. Definition of Bullying

Bullying is defined as any deliberate behaviour that is:

- Repeated over time.
- Intentionally harmful, whether physical, verbal, emotional, or cyber.
- Designed to intimidate, hurt, or exclude someone.

Examples include:

- **Physical bullying:** Hitting, kicking, pushing, or damaging personal belongings.
- **Verbal bullying:** Name-calling, teasing, or making threats.
- **Emotional bullying:** Spreading rumours, excluding others, or manipulating friendships.
- **Cyberbullying:** Sending harmful messages or sharing inappropriate content online.

3. Aims

- Promote a culture of kindness, respect, and inclusion across Crays Hill Primary School.
- Prevent bullying through awareness, education, and early intervention.
- Support victims and work with those exhibiting bullying behaviors to foster understanding and positive change.

4. Prevention Strategies

Education and Awareness

- Incorporate discussions about bullying into assemblies, **SCARF PSHE curriculum** (Safety, Caring, Achievement, Resilience, and Friendship), and circle time.
- Use age-appropriate storybooks, videos, and role-play activities to teach empathy, respect, and kindness.
- Mark Anti-Bullying Week annually with special activities and workshops.
- Use the "Rude, Mean, or Bullying?" analogy alongside posters to help pupils differentiate behaviours and understand appropriate responses.

Positive Behaviour Reinforcement

- Celebrate acts of kindness and cooperation through the school's reward system, **ERIC** (Effort, Respect, Inclusion, and Cooperation).
- Promote and model respectful behavior through the Crays Hill values.

Classroom Resources

- Equip classrooms with visual aids such as kindness charts, anti-bullying posters, and emotional literacy tools to promote positive behavior.
- Provide access to sensory tools and calm-down kits to help pupils self-regulate their emotions.
- Use structured activities from the **SCARF PSHE curriculum** to encourage teamwork, empathy, and resilience.
- Maintain a "kindness corner" or reflection area where pupils can share positive messages or reflect on their actions.

Staff Training

- Provide regular training to all staff to help them identify, prevent, and respond effectively to bullying, incorporating **Essex Trauma Perceptive Practice** principles.

Parental Engagement

- Inform parents about our anti-bullying approach through newsletters, workshops, and parent-teacher meetings.
- Encourage parents to share concerns and collaborate with the school to address issues.

5. Reporting and Responding to Bullying

Reporting

- Pupils are encouraged to report bullying to any trusted adult in the school, including teachers, support staff, or the headteacher.
- Parents are urged to inform the school promptly if they suspect bullying.
- Staff are expected to listen, respond and act and record on CPOMS

Responding

- All reports of bullying will be taken seriously and investigated promptly by designated staff members.
- Incidents will be logged and reviewed using **CPOMS (Child Protection Online Monitoring System)** to ensure consistency and identify patterns.
- The school will work with both the victim and the perpetrator to resolve the situation and promote positive behavior using **restorative justice practices**.

6. Actions Following an Incident

1. Investigation

- Designated staff will investigate the incident by speaking to all involved parties, including the victim, perpetrator, and any witnesses.
- Detailed notes of the incident and findings will be recorded on **CPOMS**.

2. Communication

- Parents or guardians of both the victim and the perpetrator will be informed promptly and involved in discussions about the incident and next steps.

3. Support for the Victim

- Ensure the victim feels safe and supported, with immediate measures to prevent further bullying.
 - Offer counseling or access to external support services if needed.
 - Regularly monitor the victim's well-being to ensure they feel secure.
4. **Support for the Perpetrator**
- Address the behavior with the perpetrator to help them understand its impact.
 - Implement behavior management strategies, including mentoring or a behavior plan.
 - Use **restorative justice practices** to help repair relationships and rebuild trust.
5. **Follow-Up**
- Monitor the situation closely to ensure the bullying does not recur.
 - Conduct regular check-ins with both the victim and perpetrator.
 - Provide updates to parents on progress and resolution.

7. Support for Pupils

For Victims

- Provide a safe and supportive space for pupils to share their experiences.
- Offer counseling, peer support, or other resources as needed.
- Ensure regular check-ins with a trusted adult to monitor well-being.

For Perpetrators

- Facilitate discussions to help pupils understand the impact of their actions.
- Implement behavior plans or mentoring to encourage positive change.
- Use **restorative justice methods** to repair harm and rebuild relationships.
- Work with families to provide consistent support and guidance.

8. Monitoring and Evaluation

- Regularly review and assess the effectiveness of the anti-bullying policy through staff feedback, pupil voice surveys, and incident logs.
- Use data from **CPOMS** to identify trends and implement necessary adjustments to improve outcomes.

9. Communication

- This policy will be shared with all staff, pupils, and parents at Crays Hill Primary School.
- Key elements of the policy will be displayed in classrooms, corridors, and included in the school's handbook.

We at Crays Hill Primary School are dedicated to fostering a safe, inclusive, and bully-free environment for every child. Together, we can build a community of respect, kindness, and mutual support.