



Ambition - Community - Equality



Elms Farm Primary School

Anti - Bullying Charter

At Elms Farm Primary School, we have been working together to create a community where bullying is not tolerated. We want Elms Farm Primary School to be a place where children strive for excellences, are treated equally and work with their community.

Bullying in ANY form is unacceptable – it has to stop.

Bullying is:

- Deliberately hurtful or upsetting behaviour
- Usually repeated, often over a period of time but is sometimes an isolated incident
- Behaviour that makes it difficult for those being bullied to defend themselves

Bullying can take many forms:

- PHYSICAL - hitting, kicking, pushing, taking belongings
- VERBAL - name calling, sarcasm, insulting remarks, racist remarks, teasing, spreading rumours
- EMOTIONAL - excluding, tormenting, ridiculing, humiliating

The effects of bullying:

As well as the children directly involved, bullying can affect:

- parents
- other children and their parents
- the class teacher and other staff in school



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For pupils who experience bullying behaviour

- they are heard
- they know how to report bullying and get help
- they are confident in the school's ability to deal with the bullying behaviour
- steps are taken to help them feel safe again
- they are helped to rebuild confidence and resilience
- they know how they can get support from others

For pupils who engage in bullying behaviour:

- sanctions and learning programmes hold them to account for their behaviour and help them to face up to the harm they have caused
- they learn to behave in ways which do not cause harm in future, because they have developed their emotional skills and knowledge
- they learn how they can take steps to repair the harm they have caused

For the school community:

- the whole school community is clear about the anti-bullying stance the school takes
- pupils, as well as staff and other members of the school, are fully engaged in developing and reviewing anti-bullying work in the school
- every chance is taken to celebrate the success of anti-bullying work
- all pupils are clear about the roles they can take in preventing bullying, including the role of bystanders



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For SLT, governors and other school staff:

- they develop policies which meet the law and school inspection requirements
- they promote a climate where bullying and violence are not tolerated and cannot flourish
- they continually develop best practice based on knowledge of what works
- there is a review of the schools anti-bullying policy every two years and, as a result, the policy and procedures are updated as necessary
- opportunities are used to address bullying behaviour
- support systems are in place to prevent and respond to bullying behaviour
- they have addressed school site bullying hotspots and promote safe areas

For parents/carers:

- they are clear that the school does not tolerate bullying behaviour
- they are aware of procedures to use if they are concerned their child is being bullied or does not feel safe
- they have confidence that the school will take any complaint about bullying seriously and investigate/ resolve as necessary and that the school's systems will deal with the bullying in a way which protects their child
- they are clear about ways in which they can complement the school on the anti-bullying policy or procedures