



'Anti Bullying Policy'



Updated	Sep 2019
Reviewed	Sep 2020

**With God's help we
CARE - BUILD - FOLLOW - THINK**

In accordance with our ethos and mission - with God's help we, **care, build, follow and think** lies at the heart of this policy. We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone is able to flourish in a loving and hospitable community.

Cottingham C of E Primary School has a robust view on bullying and the embedding of our mission and values into school life means that bullying incidents are rare, our dealing with it directly affects the wellbeing and happiness of those being bullied. We seek to support and resolve the issue rapidly. For the bully, we seek to educate and show the child an alternative, better route. All of our children make choices about the actions and the words they use; there is always an impact and only they can control whether this is a positive or negative impact. This policy seeks to support children hurt by poor choices and support others in taking responsibility for those choices, helping all to move on harmoniously and responsibly.

Please note: this policy deals with persistent incidents of bullying. Initial allegations of poor behaviour and any incidents of poor behaviour will be dealt with according to the Behaviour & Discipline Policy.

1 Introduction

1.1 It is important to note that bullying is defined, by County, as 'persistent, regular, conscious intimidation by someone who has power over another person.'

The school does not tolerate bullying of any kind. When we are made aware that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. This involves talking to the children to establish points of view from both sides, talking to all concerned staff and the victim's parents. If the behaviour continues then the HT will speak with the parents of the offending children concerned, as well as with the victim's parents.

All staff are vigilant to instances of different types bullying. Awareness of bullying and bullying situations is regularly discussed in whole class worship and through class circle time. Issues are always pursued by the class teacher or HT when they occur. The victim will be listened to and involved in dialogue with the HT and parents. They will be supported at all times.

All parents need to be informed regularly of the need to report such incidents. It is often not a clear cut case of one child bullying another and all parties need reminding that situations are very complex.

Parents of children involved in bullying will be informed calmly, clearly and concisely. The school will explain their sanctions and expect support from the home. No incident will be held against any pupil for a prolonged period of time and parents will be reassured of this.

1.2 Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

1.3 The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia) | Damage to personal property
- Threat with a weapon
- Theft or extortion

1.4 Bullying can be based on the following:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people (Traveller community for example)

1.5 Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

2 Aims and Objectives

2.2 Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

2.3 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

2.4 This policy aims to produce a consistent school response to any bullying incidents that may occur.

2.5 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

3. The Role of Governors

3.1 The Local Governing Body (LGB) supports the Head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the LGB does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

3.2 The LGB monitors any incidents of bullying that occur through discussion with the HT, and reviews the effectiveness of the school policy regularly. The governors require the Head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

3.3 The LGB responds as quickly as possible but within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the head teacher and asks them to conduct an investigation into the case and to report back to a representative of the LGB.

4 The Role of the Head Teacher

4.1 It is the responsibility of the Head teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request. In the event of a parent reporting alleged bullying, the Head Teacher will respond to the parent by the end of that working day.

4.2 The Head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour. This features regularly in class/whole school worship as well as featuring throughout the curriculum. Other resources and opportunities are used including National Anti-bullying Week materials for example.

4.3 The Head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. This takes place at Staff meetings and Training days.

4.4 The head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. Through **'Living our school values each day'** children are well aware that bullying is not acceptable.

5 The Role of the Class Teacher

4.5 Teachers/other adults in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and share with one another details of incidents that occur out of class.

4.6 If teachers/other adults witness an act of bullying, they do all they can to support the child who is being bullied and will speak with the offending pupil/s. The Head is informed and will reinforce the support/discipline policy. Parents of both children will be informed after discussion with the children.

4.7 If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We

spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. The Head teacher is informed and may then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head teacher may contact external support agencies such as the social services.

4.8 Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

6 The Role of Parents

6.1 Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or Head teacher immediately.

6.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

6.3 Should a child allege bullying, then the incident is always investigated by the class teacher in the first instance. If the parents / child report it directly to the head then they investigate the incident.

6.4 The parents are informed by the end of the day the outcome of that investigation and are encouraged to monitor their child for a few weeks, reporting any instances of bullying back into school immediately. The perpetrator is dealt with through the use of the Behaviour and Discipline policy.

7 Monitoring and Review

7.1 This policy is monitored on a day-to-day basis by the head teacher, who reports to LGB about the effectiveness of the policy on request.

7.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness every year, or sooner if required. Following an incident of bullying the head teacher will report to the LGB. Persistent bullying will be recorded onto the bullying log (See attached) and also SIMs. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

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