



Cotwall End Primary School

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POLICY AND PROCEDURES

Title	Anti-Bullying Policy
Purpose	ABA Accredited Policy for Anti-Bullying in school
Policy author	L Newey
File path	Teams / Policies and Procedures
Consultation	As detailed in policy

Policy adoption				
Revision number	Date	Amendment	Revised by	Review date
1.0	2019	New Policy	L Newey	May 2022
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Adopted by Governors	
Adopted by Staff	
Signed by Chair of Governors/Headteacher	



Cotwall End Primary School

Anti-Bullying Policy

May 2022

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Representing the voice of the child: Diana Award Trained Anti-Bullying Ambassador Representatives.

Anti-Bullying lead: Miss L Newey

Designated governor: Mr C Skitt



Introduction:

At Cotwall End Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Everybody within our school has the right to feel safe, valued, protected and to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Cotwall End Primary School, we acknowledge that bullying may happen from time to time. If bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy.

Policy Aim:

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created in which everyone can learn and work. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy including the behavior policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The SEN and Disability Act 2005, The Children's and Family Act 2014, SEND CoP 1014, Keeping Children Safe in Education 2019, Working together to Safeguard Children 2018.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

Bullying and cyberbullying will not be tolerated. It is our responsibility to ensure that if it occurs any incident of bullying is dealt with in line with this policy.



What Is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can be short term or continuous over long periods of time.

Bullying can be:-	
Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
Physical	pushing, kicking, pinching, throwing stones, biting, hitting, punching or any use of violence, taking or hiding someone's possessions
Racial	racial taunts, graffiti, gestures, making fun of culture and religion
Sexual	unwanted physical contact or sexually abusive or sexist comments
Homophobic	because of, or focussing on the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
Cyber bullying	sending offensive text messages/emails, internet chat, Facebook misuse, misuse of associated technology i.e. Camera and video facilities, iPad, games consoles
Disability Discrimination	any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs

Reasons for being a target may be related to:

- Race/ religion/ culture
- Gender
- Disability or special educational needs
- Appearance or health condition
- Home circumstances, including young carers and poverty
- Sexual orientation

Our children understand that bullying occurs when something happens **Several Times On Purpose (STOP)** and also understand that It is **NOT** bullying if they fall out or argue with each other on an occasional basis.



Responsibilities:

Role of Students

What can children do if they are being bullied?

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

- Tell someone that they can trust – it can be a teacher, a teaching assistant, a member of the lunchtime team, a parent, a friend, or a relative. Generally, it is best to tell an adult they trust straight away.
- When you tell an adult about the bullying give them as many facts as you can.

(What? Who? Where? When? Why? How?).

- Don't suffer in silence. Tell themselves that they do not deserve to be bullied and that it is wrong.
- Try not to show the bully that they are upset. It is hard, but a bully thrives on someone's fear.
- Write down the problem if you don't feel you can talk to someone about it and give it to a trusted adult e.g. teacher.

What can children do if they know someone is being bullied?

Ignoring bullying is cowardly and unfair to the target. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger.

- Take action! Be an upstander, not a bystander.
- If safe to do so, let the bully know that their behaviour is unacceptable.
- Tell a member of staff as soon as you can.
- Encourage the person to talk to someone and get help.
- Try and befriend the person being bullied.
- If they feel they cannot get involved, they should tell an adult immediately.
- Teachers will deal with the child exhibiting bullying behaviour without getting them into trouble.

Bullying of children with Special Educational Needs and Disabilities

Cotwall End Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are.

We have some children who have physical disabilities, and some who have learning disabilities and/or communication difficulties. Everyone involved in the school is very aware



that these children can be especially vulnerable to bullying and we are therefore particularly vigilant at all times.

High attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

Role of Staff

- It is the role of the staff to ensure that pupils have access to a broad, balanced and differentiated curriculum, including promoting pupil awareness and understanding of bullying.
- They should also deliver a curriculum that recognises achievements and strengthens self-esteem.
- Staff should also have a clear understanding of this policy.
- Provide a safe, secure and caring environment.
- Promote and sustain good behaviour.
- Listen to all reports of bullying.
- Address each situation in line with procedures.
- Work collaboratively with all relevant members of the school community, developing positive partnerships with parents.

Role of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in their children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in their child's education.
- If they feel their child may be a target of bullying behaviour, to inform school. Their complaint will be taken seriously and appropriate action will follow.
- If they feel their child has been bullied by another child, we ask them to not approach that child or the child's parent on the playground, but to inform school immediately
- Not to advise their child to fight back. This will only make the problem much harder to solve.
- Tell their child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure their child is not afraid to ask for help.

Strategies for the prevention, and identification of bullying

Prevention of bullying in our school is of the utmost importance. Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These will include:



- All staff aware of the anti-bullying and behaviour policies.
- Our anti-bullying ambassadors have created our child-friendly policy.
- Raising awareness through regular anti-bullying assemblies.
- PHSE (Personal, Health & Social Education) scheme of work from Reception to Year 6 to support the anti-bullying policy.
- Circle time on bullying issues.
- Questionnaires to find out children's views and perceptions of bullying within school.
- Making national anti-bullying week a high profile event each year.
- Setting up anti-bullying ambassadors, where groups of children volunteer to help and support an individual experiencing difficulties.
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations.
- Using praise and rewards to reinforce good behaviour.
- Reinforcement of a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.
- Diana Award training for a growing team of anti-bullying ambassadors who are passionate in keeping Cotwall End a caring place to be.
- Educational theatre company Loudmouth comes into school to help educate all of KS2 on the signs of bullying, prevention and the 5 ways of wellbeing. The 5 ways to wellbeing are things that can be done to increase a person's happiness, these are be active, connect, give, keep learning and take notice.

Signs and Symptoms for Parents and Staff

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child;

- is frightened of walking to or from school
- doesn't want to go on the school bus/in the taxi
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- starts thinking about causing harm to themselves
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under-perform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the child exhibiting the bullying behaviour)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable



- starts swearing or using aggressive language for no apparent reason is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- is afraid to use the internet or mobile phone
- gives unlikely excuses for any of the above

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying behaviour should be considered a possibility and should be taken seriously and investigated as soon as possible.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Cotwall End Primary School. They will be taken seriously by all staff and will be dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the target is and feels safe.
3. Staff will listen and speak to all children involved about the incident separately.
4. The problem will be identified and possible solutions suggested.
5. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
6. Staff will reinforce to the child exhibiting the bully behaviour that their behaviour is unacceptable and will not be tolerated at Cotwall End Primary School.
7. The child exhibiting the bullying behaviour may be asked to genuinely apologise, as appropriate to the child's age and level of understanding. Other consequences may take place and appropriate sanctions applied.
8. If possible, the pupils will be reconciled.
9. An attempt will be made, and support given, to help the child exhibiting the bullying behaviour understand and change his/her behaviour.
10. In cases of serious bullying behaviour, the incidents will be recorded by staff on Integris. All reports will be kept on Integris.
11. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
12. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
13. Bullying incidents will be discussed regularly at staff meetings.
14. The Headteacher will present termly reports on serious bullying incidents to the Governors.
15. If necessary and appropriate, Social Services or police will be consulted.



Sanctions from the Behaviour Policy may be used:

- Report to the Headteacher or Deputy Headteacher.
- Apologise to the target verbally or in writing.
- Lose privileges.
- Lose playtimes.
- Spend playtimes and lunchtimes with an adult.
- Parents invited in to school.
- Removal from class and complete work in isolation.
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum.
- Fixed term exclusion.
- Permanent exclusion.

Action to be taken to support the person experiencing bullying behaviour:

- Environmental changes will be made if necessary – classroom, playground to ensure that child feels more secure.
- Staff must communicate with other staff and record, where relevant, any incidents or concerns.
- The situation will continue to be monitored by all staff to ensure no repetition. Children will be observed at break times, lunchtimes and in the classroom. Any follow-up findings will be recorded in the monitoring section of the school Incident Log.
- Key friends identified by the child will be asked for extra support.
- The child may attend a nurture group.
- The child will nominate an adult in school whom they trust and feel they can talk to.
- The child will be made aware of the importance of immediate reporting of any further incidents.
- Parents may be invited into school so that action taken can be shared.
- Members of SLT and the class teacher will work together to assess whether the child needs support in the development of social skills – assertiveness or language skills.

Action to be taken to support the child exhibiting bullying behaviour:

Type and method of support will depend on individual needs, age and maturity of the child.

- It may be suggested that the children involved meet with the support of their class teachers.
- It will be made clear to the child that their behaviour is unacceptable because of the effect that it is having on the other child.
- The child may be asked what they hoped to gain by their behaviour – if their answer indicates that a need is not being met, then this may be addressed through discussion with parents.
- The child will be reminded that they are responsible for their behaviour and there are consequences for poor behaviour.



- Following the implementation of a behaviour plan, if the behaviour persists, then outside agency support may be requested to address the needs of the child, with the permission of parents.

Links to other policies:

This policy is related to a range of other policies located on our School website, including:

- Anti-Radicalisation policy
- Positive behaviour policy
- Exclusions policy
- Safeguarding & Child Protection policy
- Special Educational Needs and Disability policy
- Curricular Policies

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Name of organisation	Telephone number	Website
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
BBC	not available	www.bbc.co.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
Kidscape	Not available	www.kidscape.org.uk
NSPCC	0808 800 5000	www.nspcc.org.uk