



Codicote C of E Primary School

Anti Bullying Policy

This policy was reviewed and updated in May 2022 in consultation with the school staff.

Links with other policies:

This policy should be read in conjunction with:

- Our School Aims
- Code of Conduct
- Behaviour Policy
- PSHE and Relationships and Sex Education policy
- E safety policy
- School Brochure

Rationale:

This policy is based on the advice given in 'Preventing and tackling bullying,' (DfE, July 2017)

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it. Children and young people have many rights and one of them is the right to be safe. We value and work towards the safety, emotional health and well-being of everyone in our school community. We are committed to providing a caring, friendly and safe environment for all, so that they can thrive and flourish.

Bullying of any kind is unacceptable. If bullying does occur, all pupils should be able to tell an adult and know that incidents will be dealt with promptly and effectively. If anyone knows or suspects that bullying is happening, they are expected to tell a member of staff. Through the implementation of our anti-bullying policy, we strive to ensure that all pupils learn in a supportive, caring and safe environment, able to fully benefit from the opportunities available at schools without fear of bullying.

Aims

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a clear school programme to develop Personal and Social Development.
- To show commitment to overcoming bullying by practising zero tolerance
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Definition

Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. It is often difficult for those being bullied to defend themselves.

Bullying can be:

Emotional	Being deliberately unfriendly, excluding someone from social groups, tormenting
Physical	Pushing, kicking, hitting or any other use of violence
Racist	Racial taunts, graffiti, gestures
Sexual	Unwanted, inappropriate physical contact or sexually abusive comments
Homophobic	Because of, or focussing on the issue of sexuality
Verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber	Sending malicious emails, posts or texts; mobile phone threats and calls; the misuse of technology, i.e. camera facilities
Indirect	Spreading nasty stories about someone, being made the subject of malicious rumours.

Signs to watch out for:

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Action and procedures

Every pupil has the right to be treated with respect and feel safe at school. Bullying is serious both for the victim and the bully: the victim needs to be supported and made to feel safe and those who bully need to be stopped and supported to learn different, better ways of behaving. Our PSHE programme is proactive in teaching children what bullying is, actions they can take to keep themselves and others safe and the potential causes and impact of bullying on others.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Headteacher. They will interview all concerned and record the incident.
- Class teachers will be kept informed.
- Parents of the victim and perpetrators will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the pupil discipline policy.

Pupils who have been bullied will be supported by:

- An immediate opportunity to discuss the experience
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

The perpetrators of bullying will be helped through:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil.
- Being taught about the impact of their actions on others
- Understanding that bullying behaviour has consequences
- Emphasizing that bullying is a serious issue
- Teaching them to treat people who are different with respect and kindness.
- Supporting them in changing their behaviour

Children's responsibilities

- To seek support from an adult immediately when they observe bullying
- To ensure that they do not participate in any act of bullying initiated by another child

Staff Responsibilities

- To ensure that children know where to go for help, when they are bullied, or observe others being bullied.
- To teach children skills in coping with a bullying incident appropriately, whether they are the victim, or a bystander
- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate as fully as possible,
- To take appropriate action, or refer the matter to the Headteacher for further action.
- To record and inform parents of bullying incidents.
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying.
- To foster, by example, the values we as a school believe in.
- To promote the use of interventions which are least intrusive and most effective.
- To record incidents of bullying in the behaviour file.
- To retain records for monitoring purposes.

Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness against the stated aims of the policy. The policy is promoted and implemented throughout the school.