



## Anti-bullying Policy

### **Rationale**

'Children have the right to be taught in a safe, caring atmosphere. Teachers and parents must ensure that this happens' (Elton Report).

Bullying is repeated harassment or aggressive acts which cause hurt to another. The hurt can be either physical or psychological. It can be inflicted by one child or a group of children. Bullying makes a child feel unsafe because he or she has no choice, no control and there is no time limit to it.

Bullying can be:

- **Physical:** pushing, hitting, pinching, kicking and other forms of violence.
- **Verbal:** name calling, teasing, threatening, spreading rumours.
- **Emotional:** exclusion from any activity, ignoring or isolating, laughing at or ridiculing someone, forcing someone to do something against their own will, taking or damaging possessions.
- **Cyber:** using text, email or web space to write or say hurtful things about someone
- **Other:** attacking or abusing someone because of their religion, gender, sexuality, disability, appearance or ethnic or racial origin.

Children at Cosgrove Village Primary School have the right to feel safe all the time. We will not tolerate bullying.

The following is Cosgrove Village Primary School's approach to dealing with bullying incidents and the procedures to deal with such incidents.

### **Prevention**

- Through our Personal, Social, Health and Education and Citizenship lessons, RE lessons, Circle Time and school's assembly themes, we aim to develop skills for the child to maintain their personal safety and build positive relationships with others as well as raising self-esteem.
- Pupils will be encouraged to 'tell' when they witness bullying and they will be clear about the responsibility of being a bystander.
- The National Anti-bullying week is a focus for assembly, with follow-up in each class.
- Through the core values of our school, our children should become 'considerate, respectful and aware members of society'.
- As a result of feedback from pupils, the School Council purchased a 'Friendship Bench', the use of which is discussed with the children on a regular basis.

## **Coping Strategies**

Coping with bullying is addressed in our PHSE lessons and assemblies. Children are given strategies to deal with bullying and are strongly encouraged to talk with an adult about any incidents where they feel threatened verbally or physically.

Pupils are encouraged to use the School Council's Friendship Box and complete an annual bullying questionnaire, which is carefully considered and acted upon by staff and the School Council

## **Procedures**

All staff, including teaching assistants and mid-day supervisors, are vigilant in preventing bullying. All reported incidents are taken seriously and the following approaches may be used, dependent on the type and severity of the bullying:

- Interview perpetrator and make clear the seriousness of their actions.
- Interview victim and suggest they keep a written log of incidents.
- All incidents to be reported to the Executive Headteacher or Assistant Headteacher.
- School's Behaviour Policy procedures and sanctions to be implemented.
- Classteacher to monitor the situation.

If bullying persists or the same child is responsible for a number of incidents involving different children, then the following actions may be taken:

- Executive Headteacher or Assistant Headteacher interviews perpetrator and contacts his/her parents.
- Use of internal sanctions.
- Outside agencies, Executive Headteacher, Assistant Headteacher, Classteacher, parents and child involved in developing pastoral support.
- Fixed-term Exclusion.
- Permanent Exclusion.

If an incident of bullying is severe, a fixed-term exclusion can be immediately enforced in relation to the perpetrator.

Depending on the severity of the incident, the perpetrator could be registered at the relevant Stage on the SEN register and/or a Pastoral Support Programme implemented, regardless of previous history of incidents or procedures followed.

## **Named Person**

The Executive Headteacher will be informed and keep a record of all bullying incidents.

## **Recording Incidents**

All incidents of bullying are to be recorded in a book, which is kept by the Executive Headteacher, cross-referenced to perpetrator(s) and victim(s). The Executive Headteacher will identify and analyse patterns of bullying.

All incidents of bullying are recorded on SIMS.

**Equal Opportunities**

All our children must have equal access to a safe environment. They should not be disadvantaged in any way because of their age, attainment, gender, religious or ethnic background, physical capability or competence of English as a second language.

**Staff Training and Support**

It is important that all staff have knowledge of the procedures and strategies involved in dealing with bullying. Training and support is provided when necessary.

**Parental Involvement**

We understand that providing an atmosphere that discourages bullying is a partnership between parents and the school. Parents will be informed of behaviour incidents which involve bullying. An anti-bullying guide has been produced and is distributed to all parents (Appendix A).

**Associated Policies**

The following policies all link with the anti-bullying policy:

Child Protection Policy

Pupil Behaviour Policy

Single Equality Policy

We have adopted the Northamptonshire County Council's Anti-harassment, Discrimination and Bullying at Work Policy and Procedure.

Reviewed May 2017

Next review May 2018