



COPTHORNE PRIMARY SCHOOL

ANTI BULLYING POLICY

Date of issue		Review date		Date ratified by Governing Body	
Sept 25		Sept 26		Oct 26	
	Print name	Signature		Date	
School Leader	Miss S Ngenda				
On behalf of Governing Body	Mrs A Wallace				

COPTHORNE PRIMARY SCHOOL

Anti Bullying Policy

Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each other with respect and kindness.

Rationale

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study. We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

The purpose of this policy is to enable adults in the school to recognise bullying when it takes place and to deal with it effectively.

Copthorne Primary School recognises that a number of other policies and procedures developed and operated by school form part of the wider agenda of Safeguarding and Promoting Children's Welfare and this policy should be read in conjunction with the policies listed below:

- . *Safeguarding Policy*
- . *Child Protection Policy*
- . *Pupil Restraint Policy*
- . *Behaviour Policy*

What is bullying?

Bullying is deliberately hurtful behaviour. It is usually repeated, often over a period of time and when it is difficult for those being bullied to defend themselves. Bullying can be carried out by an individual or a group of people towards an individual or group.

The STOP acronym can be applied to define bullying – **Several Times On Purpose**.

We believe that there are a number of types of bullying.

The nature of bullying can be:

Emotional: excluding from a group, tormenting, ridiculing, humiliating

Physical: Hitting, kicking, pushing, pinching, taking another's belongings, any use of violence

Verbal: name-calling, insulting, Indirect bullying, through spreading stories about someone, threats, making fun of someone

Racist: racial taunts, gestures, making fun of someone's culture or religion

Sexual: unwanted physical contact, sexually abusive or sexist comments

Cyber: setting up hate websites, offensive e-mails and texts

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people (e.g. young carers)

No form of bullying will be tolerated and all incidents will be taken seriously.

Bullying is not:

It is important to understand that bullying is not odd occasion falling out with friends, name calling or arguments Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns. We all have to learn how to deal with these situations and develop social skills to repair relationships.

It is bullying if it is done repeatedly and on purpose.

Whenever the opportunity arises it must be made profoundly clear that we will **not** tolerate bullying at Copthorne Primary. We are committed to providing a caring, friendly and safe environment for all our pupils so that they can grow and learn in a relaxed and safe environment.

Derogatory Language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS. Follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

Prejudice based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and can have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

Zero-tolerance approach to sexual harassment and sexual violence

The school will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored.

Pupils are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be.

The school's response will be:

- Proportionate
- Considered
- Supportive
- Decided on a case-by-case basis

Sanctions for sexual harassment and violence may include:

- Involvement of parents
- Missed playtimes or lunchtimes
- Fixed term and permanent exclusions

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

- Responding to a report
- Carrying out risk assessments, where appropriate, to help determine whether to:
- Manage the incident internally
- Refer to early help
- Refer to children's social care
- Report to the police

Please refer to our child protection and safeguarding policy for more information.

Why do we tackle bullying?

We tackle bullying as an issue because we are an effective, caring school and we believe that:

- Children should be happy and feel safe at school
- Bullying makes people unhappy and leads to low self-esteem.
- Pupils who are being bullied are unlikely to concentrate fully on their schoolwork.
- Some pupils avoid being bullied by not attending school.
- Pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour.
- We wish to build the self-esteem of all pupils, especially bullies and victims.

Procedures for reporting and responding to bullying incidents

Allegations and incidents of bullying at Copthorne Primary School will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved.

The following procedures are to be followed:

- Incidents of bullying need to be reported to an adult in school.
- The incident should be recorded on CPOMS
- Children involved will be spoken to about the incident separately or if appropriate as a group. This will be reported to a School Leader.
- The problem will be identified and possible solutions suggested
- Appropriate action will be taken to end the bullying behaviour or threats of bullying.

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied e.g. loss of privileges, Spending playtime and lunchtimes with an adult, parents being called into school.
- If possible, the pupils will be reconciled.
- An attempt will be made and support given to help the bully (bullies) understand and change his/her behaviour.
- In repeated or serious cases the school may follow the following sanctions: lunch time exclusion, fixed term exclusion, permanent exclusion.
- Staff will attempt to adopt a problem solving approach through circle times, PSHE activities and/or drama activities
- Designated school staff will monitor incident reporting forms and information recorded on CPOMS analysing and evaluating the results
- Designated school staff will produce termly reports summarising the information, which the head teacher will report to the governing body

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 child – for example not wanting to attend school, feeling ill regularly, or not completing work to their usual standard.
- Always take an active role in their child's education, Enquire how their day has gone, who they have spent time with etc.
- Inform the school if they feel their child may be a victim of bullying behaviour. Their complaint will be taken seriously and appropriate action will follow.
- Never approach a child in the playground or on their way home who they feel has bullied their child.
- Advise their child not to fight back or to repeat the bullies' behaviour as this will only make the situation worse.
- Reassure their child that it is not their fault they are being bullied.

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 the holidays, or in the wider community.

The nature of cyber bullying in particular means that it can impact on pupils' well-being 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 as outlined in this policy.

Strategies for the prevention and reduction of bullying

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 include:

- Work by the Learning Mentors
- The 'Talk it Out Team' are trained to support positive relationships on the playground. They are a point of contact for children during breaks and can help encourage friendship and games, making sure no-one feels alone and are able to sort out any minor concerns.
- Regular PSHE teaching following the agreed scheme of work

- Taking part in national anti bullying week
- Awareness through anti bullying assemblies
- Outcomes form monitoring of bullying, pupils voice and questionnaires etc. will be acted upon to ensure provision continually addresses any concerns
- Circle time
- Drama/role play activities
- Befrienders for children who are experiences difficulties settling into school
- The following of the whole school behaviour policy which includes using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another

Monitoring of Policy

This policy will be monitored by the Senior Leadership Team and through staff meetings and will be reviewed annually.