

Anti-bullying Policy

	Name	Date
Headteacher's Approval	Sian Blackwell	October 2024
Chair of Governors' Approval	Kate Coulson	November 2024
Recommended Review Date:	Autumn Term 2025	

Version Number

This document is issued and maintained in accordance with Cogenhoe Primary School procedures. Any changes must be clearly identified and discussed with the Governors. The most recent version must be detailed to staff and kept with the other policies for all appropriate stakeholders including parents where applicable.

Version	Date	Description of Change	Changed By
1	September 2019	Written and implemented by CO	CO
2	October 2022	Implemented by RR	RR
3	October 2023	Implemented by RR – addition of prefects, Simon Aston workshops, Odd Sock Day, Edulink notifications, additional sanctions and interventions.	RR
4	October 2024	Implemented by RR – removal of Simon Aston as a contact, use of Edukey to log incidents, addition of DAART workshops and bullying leaflet for parents.	RR



Anti- bullying Policy

Rationale

At Cogenhoe Primary School, we recognise that every child has the right to feel safe in school and enjoy their education and school life. We aim to build children's confidence and self-esteem across the school. It is important that our approach is consistent across the school and the policy is understood by children, parents and staff.

Introduction

Bullying is recognised as consistent and intentionally unkind behaviour that is carried out by an individual or group to hurt another either physically or emotionally.

Bullying can take many forms including: taunting, offensive comments or gestures (relating to homophobic and racist language), hitting, pushing, kicking, exclusion from groups, taking belongings and sending inappropriate messages or pictures via phone or internet. It is also important to remember that bullying can occur for a number of different reasons, including prejudice and can be carried out by anyone to anyone.

As a school we recognise that bullying takes a number of different forms for example, face to face, indirectly or through cyber bullying. However, it is important to recognise that bullying goes beyond what could be considered as boisterous behaviour, which is often unintentional and uncontrolled.

The ABA (Anti-Bullying Alliance) defines bullying as:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological.

It can happen face-to-face or online.

Aims

Our Anti-Bullying policy and practices aim to:

- Prevent and reduce harmful behaviour
- React to bullying incidents in a reasonable, appropriate and consistent way
- Safeguard anyone who has experienced bullying and to trigger sources of support and consequences for those involved

Prevention

We aim to prevent bullying by:

- Promoting the School Ethos and Values. All adults in the school will demonstrate positive behaviour and exemplify caring relationships.
- Staff will use PSHE lessons, through SCARF to raise the awareness of and tackle bullying. The pupil's version of the Anti-Bullying policy will also be shared in an age appropriate way at least once in the academic year. To support children, it will also be displayed around the school for children. Other opportunities such as Assembly, playtime and interventions should be used as appropriate to reinforce key messages. Collaborative work with DAART Life Skills Education.
- Staff will be trained appropriately to enable them to support Anti-bullying and deal with incidents of bullying when reported. Specific training will be provided to lunchtime staff where necessary and all staff will receive Child Protection training bi-annually.
- The school will take part in and celebrate Anti-Bullying week annually including Odd Sock Day.
- Children in Key Stage 2 will have opportunities to train and participate in schemes such as Play Buddies, Sports Leaders, Prefects and Wellbeing Buddies.
- The Head Teacher and Governing Body will be responsible for monitoring reported incidents of bullying and evaluating the Anti-Bullying strategies within the school
- The school will actively monitor the well-being of children who have been identified as a cause for concern – this is completed through a Parental Pastoral Form, via email and verbally.

Reporting and Recording incidents of bullying

Children, staff and parents will be supported in reporting bullying in confidence. However, staff should remember that if a pupil is at risk they cannot keep information confidential. It is the staff member's responsibility to ensure that parents and children are aware of this. Staff should be available during the school day for children if they need to discuss any concerns about bullying and any other matters affecting their emotional wellbeing.

The leadership team and the Business Manager are responsible for co-ordinating the recording system and analysing any patterns of behaviour.

- Incidents of bullying should be reported to the Local Authority, monthly through Sims (Secure Information Management System), and through incidents logged on Edukey, and in each instance, it is recorded in the Headteacher's report to the Governors
- If an incident occurs, there will be planned opportunities for the pupils involved to share concerns with an adult in a supportive, face to face session, usually the Pastoral Lead or a member of SLT or the Safeguarding Team.
- Restorative justice procedures will be used with the suspected victim and the alleged bully
- Children will be made aware that staff are available during the school day if they need to discuss their concerns about bullying and other matters affecting their emotional wellbeing.
- Children will also be made aware of their responsibility to report any bullying which they witness or are aware is taking place within school, during their journey to or from school or via cyberspace.

Parents/ carers will be made aware, by placing this policy on the website and other communication, of the need to contact the school if they are concerned that their child is being bullied or is taking part in bullying behaviour. This bullying may take place between pupils outside of school time, for example

via text message or through the use of social networking. At our school, we urge parents to share this information with staff, so that we can support families in resolving any issues surrounding bullying.

The role of parents

Parents are essential to supporting our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in their children- for example feeling ill regularly, not wanting to attend school or not completing work in their usual standard.
- Always take an active role in their child's education.
- Inform the school immediately if they feel their child is a victim of bullying. This may be between children outside of school time.
- Understand that it is important they don't encourage their child to fight back as it can make things worse.
- Inform the class teacher in the first instance of any of the above. If they are dissatisfied with the response, they must inform the Headteacher.
- A leaflet has been made available to parents about bullying.

The role of pupils

- Pupils are encouraged to tell anyone they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.
- Pupils are invited to tell us about their views about a range of school issues, including bullying, in the annual pupil questionnaire and via our frequent pupil voice meetings.
- Our School Council discusses bullying issues when they are relevant and have created their own Respect booklet
- Wellbeing buddies promote positive behaviours and opportunities to help children who need their support or help.
- To participate in PSHE lessons and events, such as Odd Sock Day to promote awareness and strategies linked to bullying.
- Children learn the school values alongside the fundamental British Values, especially Respect.

If a parent is unsatisfied with the way the school has dealt with a bullying incident they should follow the school's complaint procedure, details of which can be found on the school's website and speak to the Headteacher.

Reporting for staff

Staff who experience bullying are encouraged to speak to the Headteacher, a colleague, the Chair of Governors or their union.

Responding to incidents of bullying

All reported allegations of bullying will be promptly investigated, including those which may be occurring outside school. The following procedure will be taken:

- The alleged victim will be asked for details of the bullying incidents. Children will be offered age appropriate methods of communication.
- A record of the main points will be made on the school's EDUKEY scheme. Once this has been completed, it must be actioned with any relevant notes of the investigation.
- Red cards are entered on Edulink and parents are informed via the app.
- Each month, the bullying record (kept in the Safeguarding file located in the school office) must be updated and countersigned by a member of the Leadership team and or Chair of Governors.
- The alleged bully will be spoken with about allegations and a record of their response will be made. In addition to this, bystanders will be involved with discussions and activities to promote positive behaviours.
- Parents/ carers of both parties involved will be informed and their support will be sought in dealing with the incident.
- Staff and parents/carers will monitor the situation for a set period, leading to a review involving all parties. A support plan will be implemented to support both children throughout the school day. This will be shared with the child's family that it affects.
- If bullying persists after this, support may be sought from outside agencies to work with the school and family.

Sanctions

The sanctions which are set will be age appropriate, set in conjunction with the parent/carers and in line with the Restorative Justice procedures. Children will spend time with the Pastoral Lead to talk through the events which have happened.

Examples include:

- Restriction to playtimes, if playtime related
- Loss of privileges at school
- Behaviour plans in place
- Interventions for pastoral support

Monitoring and evaluation

This policy will be monitored on a day-to-day basis by the Headteacher. The Headteacher and Governors will be responsible for monitoring incidents of bullying and evaluating the success of this policy and the strategies put in place to deal with reported incidents of bullying and the promotion of anti-bullying work in school.

The policy will be reviewed annually by the Governing body following and the revised policy will be made available to the school community via the school's website.

What will the school's response be?

- * We will take your child's concerns seriously.
- * We will investigate the incident(s), talking with all the children involved.
- * If bullying has occurred, we will record the incident; the person who has behaved in a bullying manner will receive a warning and will be asked to apologise.
- * Those who bully will be subject to consequences in line with the school's Behaviour Policy; and the targets of bullying will continue to receive support from identified members of staff.
- * Adult mediation may be used between the child being bullied and the child doing the bullying to discuss what has happened and how it has made the children feel.
- * The target of the bullying will be assured that they should immediately report any future incidents and know that they will be listened to.
- * We will ensure extra supervision and monitoring of the children's behaviour over the following few days to check that all is well.
- * We will inform parents of the outcome of the investigation and keep in touch until it is felt there is no longer any risk of bullying.
- * If there are repeated or serious incidents, parents will be informed and invited to meet with the Head teacher/s.
- * The school also reserves the right to exclude children whose behaviour remains wholly unacceptable (withdrawn of playtime privileges, with holding participation in school activities e.g. trips, fixed term exclusion or permanent exclusion).

Anti-Bullying

At Cogenhoe Primary School, we are committed to ensuring that pupils learn in a supportive, caring and safe environment without the fear of being bullied.

Bullying of any kind is unacceptable in our school. However, we recognise that:

o Sadly, bullying will happen from time to time and the fact that it is not always reported does not mean it is not happening.

o Bullying makes children's lives unhappy and can hinder learning.

What is Bullying?

It is important to make the distinction between bullying and children falling out with each other. Falling out is an inevitable part of a child's life that they need to learn to cope with. We help our children to recognise this through the use of our PSHE lessons and through Pastoral Support.

RUDE

If someone says or does something that is unintentionally hurtful, and they only do it once, they are being **RUDE**.

MEAN

If someone says or does something that is unintentionally hurtful, and they only do it once, they are being **MEAN**.

BULLYING

If someone says or does something that is intentionally hurtful, and they keep on doing it, even if you ask them to stop, that is **BULLYING**.



What can your child do if they are bullied?

We teach the children:

- To try to stay calm and look confident.
- To ignore the bullying.
- To be firm and clear - look them in the eye and tell them to stop.
- To say clearly that what the bully is doing is not acceptable.
- To get away from the situation as quickly as possible.
- To stay with a group or seek out other friends.
- To tell an adult what has happened straight away. Remember their Trusted 5
- To realise that if they are bullied, it is not their fault.
- Keep speaking up if the bullying continues. Parents should not instruct children to 'give as good as they get' or hit back. This simply leads to further problems. We help children to be assertive rather than aggressive.

FURTHER INFORMATION

Our school Anti-Bullying Policy is on the school website
Other useful websites:

www.parentlineplus.org.uk

www.antibullyingalliance.org

www.kidscape.org.uk

www.childline.org.uk

Types of Bullying

Bullying can take many forms, but it usually includes the following types of behaviour:

- ♦ Physical – hitting, kicking, pinching, punching, scratching, spitting and taking belongings.
- ♦ Verbal – name calling, insulting, making offensive remarks.
- ♦ Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours.
- ♦ Cyber bullying – sending abusive mail, email and text messages and abuse through social networking sites.

Worried your child is being bullied?

Bullying is a serious problem and can be upsetting for both you and your child. Children may find it hard to talk about being bullied or bullying others.

You may not be sure if your child is being bullied, but there are some signs that may suggest that there is a problem:

- Excuses to stay off school, such as stomach complaints or headaches
- An unexplained change to your child's behaviour
 - A change to eating habits
- Your child feeling unusually anxious
 - Bed wetting
- Torn clothes, bruises, missing belongings.

There could be other reasons for these symptoms, so don't jump to conclusions. Is there anything else that could be bothering your child? Have there been changes in your family like a new baby, a bereavement or divorce.

Cogenhoe Primary School's



Cogenhoe Primary School

Anti-Bullying Advice Leaflet

For Parents and Carers

Advice for Parents and Carers

- * Make sure your child is not afraid to ask for help.
- * Calmly talk to your child about their experiences. Consider whether what your child is describing is bullying and whilst supporting your child, be objective.
- * Make a note of what your child says – it is important to record as much detail as possible straight after the incident as it is easy to get confused, upset or forget the sequence of events. Young children in particular will find it difficult to remember the detail of an incident after quite a short time.
- * Reassure your child that you will be working with the staff at the school to ensure that the bullying stops without making the situation worse for them.
- * Inform the school – via your child's class teacher in the first instance.
- * Advise your child not to fight back as it can often make matters worse. Remind them to talk to one of their *Trusted 5*.
- * Is your child bullying others? Children sometimes bully others because they do not know that it is wrong, or they are copying an older brother, sister or even adult behaviour. They may be going through difficult times or are scared or have low self-esteem themselves.

Bullying is...

Several Times On Purpose