

# Coalbrookdale & Ironbridge C.E. Primary School



## **Policy: Anti-Bullying**

Last Review: Spring 2023

Responsible: M. Dhaliwal (Headteacher)

Review Date: Autumn 2024

## Anti-Bullying Practice

Bullying is a serious form of unacceptable behaviour. Our BeSMART Code reminds children to tell an adult if they suffer from, or witness any form of bullying, either physical, verbal or online, or if they feel threatened in any way. All reported instances are treated seriously, and priority is given to finding the cause. Parents are invited to discuss any incidents with the teacher, pastoral team and / or member of the senior leadership team.

All staff work hard to ensure that disagreements are resolved and that both sides have their opinions and views aired. All instances of bullying are recorded on a detailed bullying incident log. This log is handed to a Designated Safeguarding Lead (DSL) who carries out a thorough investigation. The incident is then uploaded onto our online recording system (CPOMS).

Sometimes the term 'bullying' can be used for one-off, minor disputes and we therefore invest time into fully investigating the incident and educating the children and parents about what the term actually means e.g., through collective worship and our 'Say No to Bullying' parent information letter.

## Definitions of Bullying

### WHAT IS BULLYING?

Building on the definition given by <https://www.gov.uk/bullying-at-school/bullying-a-definition> there is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (eg email, social networks and instant messenger, sharing of pictures without consent)

All bullying can make an individual feel threatened, humiliated, and unsafe.

At Coalbrookdale we teach all children about bullying and how we deal with it, ensuring those who may be more vulnerable to bullying are aware. We ensure that we use a range of anti-bullying strategies to support all children regardless of need.

Initiatives such as having our children's Anti Bullying team, Safeguarding Crew and a pastoral team working throughout break and lunchtime, are just some of the ways we support more vulnerable children.

We define bullying as '**repeated and intentionally harmful physical, emotional or verbal abuse irrespective of children's culture, ethnic, social and religious background, physical or learning abilities, sexual orientation and family background**'.

The subject of bullying forms part of our on-going SMSC/PSHE '**Jigsaw**' curriculum so that children understand what bullying is, can recognise it if it happens to them and know how to deal with it and gain support.

Collective Worship will include themes around what bullying is and how to deal with any incidents should they arise. We find that role play during Collective Worship seems to be the best way that children 'know and remember more' about what bullying actually is and how to deal with it should it occur. (Latest role play assembly February 2023).

**All staff are aware of the possible signs that bullying may be taking place within school:**

- *Poor attendance*
- *Child or young person appearing afraid*
- *Social exclusion of certain children and young people*
- *Sudden underachievement*
- *Children or young person appearing upset*
- *Graffiti insulting individuals or groups of children and young people*
- *Frequent name-calling*
- *Child and young person not willing to approach adults to discuss problems*
- *Some children and young people being by themselves at break times*
- *Certain graffiti on schoolbooks*
- *Work being torn and destroyed*
- *Loss of school, sports equipment etc by certain children and young people*

**Our system for dealing with bullying is:**

1. Child / parent / friends report bullying to a staff member, or bullying is noted by a member of the team.
2. Children's views are listened to (parents may be involved) to ascertain the reasons for such behaviour.
3. Bullying incident log is completed by the member of staff directly involved. Log handed to a DSL to further investigate. Incident uploaded onto CPOMS by the DSL.
4. Sanctions are considered / applied as appropriate.
5. An action plan / targets are agreed between the children involved. Targets sometimes encourage children working / playing together in school. This depends on the nature of the incident and the comfort levels of the children involved.

6. Regular (in some cases hourly) checks are made on the well-being of relevant children and the behaviour progress towards targets of key child / children.
7. Parents / Carers are informed of progress (daily if needed).
8. Targets are regularly reviewed with staff, children and parents (both victims and perpetrators) until close monitoring is no longer considered essential. However, action plans and Individual Education Plans will be shared, as a matter of course, with parents/carers at all parents' meetings. Discussions during these meetings will remain confidential unless safeguarding issues are raised and need to be referred on to appropriate agencies.
9. Either monitoring is withdrawn (successful resolution) or more serious sanctions (involvement of other agencies / exclusion) are considered. These agencies and support mechanisms are shared with parents.
10. Regular circle time, enabling children to talk about their feelings, their own and staffs' perception in terms of use of language/insinuation/interpretation and all other concerns in a safe environment and to enable them to share their concerns about bullying.
11. Poster campaigns around the school.
12. Developing playgrounds and introducing constructive play opportunities and supervising break times with an awareness of possible bullying.
13. Raising the self-esteem of children who have been bullied and teaching assertive techniques.
14. Providing a bully/worry box where a child or young person can leave a note of an incident of bullying, if they feel unable to tell someone directly.
15. Providing children and young people who are experiencing bullying with the opportunity to talk in private, to enable them to risk telling what is happening, without fear of reprisal.
16. Empowering the targets of bullying by allowing them to decide how they would like the incident to be dealt with.

Children tell us that they know they can get help by:

- Telling someone, i.e., a teacher or other 'trusted adult' in school, friend, someone at home, as part of the BeSMART Code
- E-mailing our DSL Team or Anti-Bullying Team
- Leaving a message for the Anti Bullying Team or an adult in the Worry Box
- Trying to ignore it, e.g., name calling...but getting help when they need it.
- Trying to sort 'fallings out' with Circle of Friends or Anti Bullying Team
- Telling the bully to stop!

**Please also refer to our Child-on-child abuse Policy 2023 and Behaviour Policy 2023.**

### **The role of Governors when tackling bullying in school**

- Determine and keep under review a statement of principles that shapes the school's behaviour policies.
- Publish and keep under review a behaviour policy to include bullying policy.
- Proactively eliminate harassment related to disability (as well as reacting to bullying and harassment of disabled pupils, governors must act to prevent it).

Governors also proactively eliminate harassment related to any of the protected characteristics.

- Be proactive in improving access to teaching and learning and increase participation of disabled learners, making changes to the physical environment which could prevent bullying.
- Consult the whole school community around policy and procedure.

## **Racist Incidents**

Racial abuse is not tolerated in any form or kind.

Our aim is to work proactively with children, enabling them to learn about, celebrate and be tolerant of the views, faiths and cultures of others, both in school and in the wider community through our PSHE '**Jigsaw**' and R.E. / Collective Worship programmes. We are proud of the work that we do, through our SMSC provision, to teach children how to become model British citizens. We teach all children how to behave in society, what our contribution to society is and how the laws of the country are made and affect us.

Nevertheless, racial incidents are taken seriously, and all incidents are reported to the Headteacher and the LA and are followed up in terms of reviews with the victim and perpetrator.

All incidents require the involvement of all children and their parents concerned. Action may require a range of strategies including establishing peer support, regular monitoring by the teaching team, supporting children to work together and if required sanctions (ultimately exclusion if necessary).

The Headteacher records details of any incidents, the actions taken, and outcomes gained, to assess and monitor potential trends and identify any repeated or prolonged racist behaviour. A summary of records of incidents are passed to the LA and DfE annually.