



Coatham Church of England School ANTI-BULLYING Policy

**Written SWB 7/17
Review
Chair of Governors.....**

Date.....

Head Teacher.....

Date.....

“Learn not for school, but for life”

Our school is tolerant and caring; it is a place where everyone is accepted. We believe in working together as a real school community, and using our different abilities to support each other and to succeed. Friendship, respect, and fairness are the values that lead us.

Through the learning experiences and opportunities which we offer, we want our children to believe in themselves, deal with set-backs and have clear aspirations for their futures. We want them to realise their potential in all areas of their lives.

We want our children to understand both what their community has to offer them as they grow up, and, what they have to offer it.

We hope that all of our children learn that, whatever they do, they should work at it with all of their heart.



COATHAM C.E PRIMARY SCHOOL

Anti-bullying Policy



Coatham CE Primary School – Statement of Intent

Coatham School is a tolerant and caring school - committed to providing a caring, friendly and safe environment for all our pupils to learn in. Friendship, respect and fairness are the Christian values that lead us. Bullying of any kind is unacceptable in our school. All pupils know to tell an adult and that incidents will be dealt with promptly and effectively. **WE ARE A TELLING SCHOOL** – this means that anyone who knows that bullying is happening is expected to tell the staff.

Statutory Duty of Schools

The Education and Inspectors Act 2006 requires that the head teacher must determine measures on behaviour and discipline that form the school behaviour policy. At Coatham CE School we have a Behaviour policy, which includes measures that encourage good behaviour and respect for others on the part of pupils and seeks to prevent all forms of bullying. We use curriculum awareness and collective worship with regards to anti-bullying and have a focused anti-bullying week.

Policy Aims

- For every child to feel safe and secure
- To prevent/denounce any kind of bullying behaviour, clearly and firmly
- To react to bullying behaviour in a reasonable, proportionate and consistent way
- To safeguard the pupil who has been bullied and give support
- To acknowledge that the individual/ group who bully also need support
- To use the Behaviour Policy, collective worship and curriculum time to create a climate of respect in which bullying will not flourish

What is bullying?

It is essential that there is a clear understanding of the definition of bullying if the anti-bullying policy is to work. Parents, staff and pupils at Coatham Primary School use **STOP** define bullying.

Bullying is:

- Several
- Times
- On
- Purpose



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Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Racist** - racial taunts, graffiti, gestures
- **Sexual** – unwanted physical contact or sexually abusive comments
- **Homophobic** – because of, or focusing on the issue of sexuality, specific name calling
- **Verbal** – name-calling, sarcasm, spreading rumours, teasing
- **Cyber** – all areas of the internet such as: social media, email, chatrooms. Mobile threats by text message and calls. Misuse of associated technology, i.e camera and video facilities
- **SEN/disability** – because of, or focusing on the issue of SEN or disability, specific name calling
- **Transgender** – because of, or focusing on the issue of gender/transgender, specific name calling

Actions to be taken when bullying takes place

Intentions and Feelings

We believe that it is not only the bullying behaviour that needs to be considered, account needs to be taken of the bully's intentions and the victim's feelings. Individuals who are bullying do not always realise that this is what they are doing – they may consider their actions to be harmless though the child on the receiving end may find it harmful. Time is taken to speak to both the 'bully' and the 'victim' so that a full picture is drawn of the incident.

Recording Incidents

Each class from Nursery from Y6 have an Anti-bullying file. In this file there is a sheet to log any bullying incidents – including the time and date of the incident, the name of the child/children and type of bullying (*see appendix A). This log ensures that there is a clear and consistent approach to bullying within school. If there is a particular type of bullying that is prevalent across school or in a particular year group then procedures will be put in place to educate the children. This may be in the form of: a special assembly, class presentation or an external visitor e.g. a safeguarding officer or CPO.

Accompanying the log sheet is a flowchart (*see appendix B) which gives a clear and consistent step-by-step approach for the staff member to follow.

Each Anti-bullying file is checked by the Deputy Headteacher – Mrs Wilkinson-Black - each half term and the data is put together to form a report for the governing body.

Staff also log any incidents on the school's electronic system – Cpoms (monitored by the Headteacher and SLT).



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PUPILS SHOULD:

If you are being bullied you should:

- TELL SOMEONE you trust. This could be a member of staff, your friend or a family member.

If you don't feel as though you can speak to someone then use the school 'Worry Box' in the corridor. This is checked daily by Mrs Wilkinson-Black. She will then speak to you about your problem/s and will talk to other children involved. A plan will then be put in place to ensure the bullying stops and you feel safe in school.

PARENTS AND CARERS SHOULD:

If you think your child is being bullied you should:

- TELL A STAFF MEMBER. This should be the class teacher in the first instance. The issue will be passed on to the Deputy Head teacher or the Head teacher if necessary
- encourage your child to talk about the problem
- reassure your child of your support
- work with the school to support your child within and outside school

STAFF SHOULD:

All members of staff, teaching and non-teaching should deal with any incident of suspected or observed bullying by:

- taking action appropriate at the time to stop the bullying behaviour
- talking to the pupil being bullied and give reassurance
- log the incident in the class anti-bullying log (and CPoms if appropriate)

The class teacher will:

- arrange for support and reassurance for the pupil
- interview the person responsible for the bullying
- follow the anti-bullying procedure flowchart
- take any further disciplinary action
- if necessary, refer the matter to the anti-bullying lead (Deputy Head teacher) for further action and reporting
- work with pupils, parents/carers and other teachers to support those involved and prevent the bullying



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The Anti-bullying lead (Deputy Head teacher) will:

- liaise with the class teacher/s to ascertain the facts about the incident/s
- interview the children involved
- contact the parents/carers of the bully and the bullied person as necessary
- liaise with outside agencies as appropriate to support the children involved
- work with pupils, parents/carers and other teachers to support those involved
- prevent the bullying reoccurring and take appropriate disciplinary action – this may, in severe case, include liaising with the Head teacher to exclude the child (fixed term or permanent)
- where appropriate record the incident noting the following details
 1. Date and time of the report
 2. Details about the incident
 3. Who dealt with the bullying
 4. What happened and any findings
 5. The action that was taken
- Report to governors on a termly basis the frequency and type of recorded bullying incidents

- Interview/recruit and monitor children to be part of the Anti-Bullying Ambassador (ABA) system in school

Preventative Actions

The school is committed to try and stop all incidents of bullying. In order to do this the school will:

- have an Anti-bullying Week every year to promote the school's anti-bullying policy and strategies
- deliver anti-bullying lessons in PSHE, RE and other relevant lessons
- raise awareness of anti-bullying through the SEALs programme and assemblies
- communicate consistently to children that they should tell an adult if they witness or suffer from any form of bullying
- liaise with the school council on a regular basis
- liaise with other agencies to raise awareness about how to stay safe in and out of school
- promote an understanding and ethos – through Christian values of friendship, respect and fairness – that bullying will not be tolerated and any such behaviour will be acted upon speedily
- continue with the A.B.A programme in school – relaunch/recruit annually – and promote termly through assemblies

Anti-bullying Ambassadors

A number of KS2 children are trained each year to be anti-bullying ambassadors. The role of the ambassador includes:

- looking out for signs of bullying during lunchtime – KS1 and KS2 playgrounds
- being 'visible' to children during lunchtime (including wearing a special high-vis vest) so that children who are having problems can approach an ambassador if they don't want to approach an adult
- looking out for children who look lonely/isolated and approaching them to see if they need any help/support
- making a note/log of anything that concerns them that they might need to monitor
- always telling an adult if they are concerned about any of the above. It is NOT the ambassadors' job to step in to solve the bullying problem – that is a job for an adult

At the beginning of each academic year, KS2 children will be asked if they would like to apply to be an anti-bullying ambassador (following an anti-bullying assembly/collective worship on what the role entails and the qualities needed). This will involve completing an application form detailing why they think they are suitable for the role. The children will then be chosen – based on a set of criteria – by Mrs Wilkinson-Black and will be trained to fulfil the role.