



Anti-bullying Policy

	Name	Date
Headteacher's Approval	Sian Blackwell	October 2022
Chair of Welfare, Behaviour & Safeguarding Committee Approval	Gemma Butlin	November 2022
Recommended Review Date:	Autumn Term 2023	

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



Anti- bullying Policy

Rational

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 carried is 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.
- 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
- Children in Key Stage 2 will have opportunities to train and participate in schemes such as Play Buddies, Sports Leaders 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.

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 in each Headteacher 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.
- 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 have 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.

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.

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.
- 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

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 every two years, or earlier if necessary by the Governing body following and the revised policy will be made available to the school community via the school's website.