



Anti-Bullying Policy

As a community of staff, pupils and parents we will work together to create a community where bullying is not tolerated.

Our school community:-

- Discusses, monitors and reviews our anti-bullying policy on a regular basis (this involves school council, governors and specific members of staff).
- Delivers Collective Worship and takes part in Anti-bullying week to educate children, parents and staff on what is 'bullying' and how to deal with it.
- Supports **staff** in identifying and tackling bullying appropriately.
- Ensures that **pupils** are aware that all bullying concerns will be dealt with sensitively and effectively.
- Reports back quickly to **parents / carers** regarding their concerns on bullying.

- Seeks to learn from anti-bullying good practice elsewhere and utilises the supports of the **relevant statutory / voluntary organisations** when appropriate.
- Listens to parents/ carers concerns and act swiftly to address these. All issues/potential bullying are recorded on weekly sanctions sheets and CPOMS.

The Aim of Our Anti-Bullying Policy is to ensure that Cedars Primary School is a safe community in which everyone feels happy and secure.

Through the implementation of the policy we hope to:-

- Enable the children to deal with problems confidently and independently.
- Treat others as we wish to be treated ourselves so that all relationships are based on respect, trust and consideration for others (British Values).
- Identify bullying as early as possible and address this accordingly.
- Impart the children with the confidence and trust to report any incident of bullying through the forum of PSHE and Collective Worship.
- Encourage the children to talk to an adult about their feelings when they have been bullied.
- School Council Meetings will include anti-bullying on their agenda.
- Ensure that there is always sufficient supervision at breaks and lunchtime to discourage bullying.
- Use our P.S.H.E. lessons to develop the idea of the importance of being respectful and considerate to everyone.
- To continue to reinforce the 5 Cedars Values.

At Cedars We Recognise Bullying as:- □

STOP: Several Times On Purpose

- Deliberately hurting other people time after time, especially when people are unable to defend themselves,
- Frequently teasing others, especially when the person being teased begins to feel unhappy about it,
- Calling others names, especially when the names are about how people look, e.g. race, colour, appearance, culture, gender, ethnic origin, or any type of disability,
- Threatening to hurt others - including on-line.
- Trying to take other people possessions or money, by force,
- Demanding that others give them money or possessions,
- Forcing others to do things they know they shouldn't do,

- Deliberately hurting people physically,
- Deliberately spoiling, damaging, taking or throwing away other people's belongings,
- Deliberately and frequently leaving people out of games, group or other social activities,
- Exaggerating tales or spreading rumours, especially when meaning to hurt the person (this includes on-line)
- Acting maliciously to each other either openly or by stealth, □ Making offensive comments to hurt or dominate.
- Any form of homophobic behaviour
- Any form of cyber bullying or inappropriate texting.
- Peer on peer abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age; everyone directly involved in peer on peer abuse is under the age of 18. 'Peer-on-peer' abuse can relate to various forms of abuse (not just sexual abuse and exploitation), and crucially it does not capture the fact that the behaviour in question is harmful to the child perpetrator as well as the victim.

An isolated incident cannot be classed as bullying but if the behaviours described above are repeated regularly we would treat the behaviour as bullying.

- It is important for all of the children to clarify that some activities **are not** bullying.

These can be:-

- Borrowing another person's belongings and forgetting to return them,
- Calling people by a nickname that they are happy with,
- Hurting people accidentally,
- Not wanting someone to join in, once a game is in progress,
- Giving good sensible reasons why others cannot be included in a group activity, e.g. only enough jobs for 3 or 4 people.

It can also be a useful exercise to discuss with the children the reasons why some become bullies. This can be done through the medium of Personal Social Health Education lessons, which are held at regular intervals, as well as in assemblies and themed weeks, which also include several references to 'bullying'.

Reasons why children may bully:-

1. To pretend that they are tough,
2. To hide their own fears,
3. In a misguided attempt to get others to like them,
4. To copy others who bully, thinking them to be good role models,
5. They are unhappy,
6. They don't like who they are.

Children may think of other reasons.

How Do You Discourage Bullying?

Bullying is not dealt with in isolation. It is seen in the wider context of the whole school approach to behaviour and its management. Through our curriculum we plan to teach the children that any form of bullying is unacceptable and will be dealt with seriously, in every case.

Prevention is the best method of dealing with bullying. Staff will try to ensure that the children are as informed as soon as possible about bullying and this will be done through PSHE session, which take place during a week in term. Bullying is also treated as a separate topic in the schools assembly planning. These children will thus receive specific teaching on the items referred to in this document such as drama and PSHE teaching throughout the school.

Despite these lessons, there will often be times when bullying may occur and at these times early intervention by staff is essential. Failure to deal with the bully or bullies can lead to increased aggression.

We will continue to take part in anti-bullying week, workshops, information on our website and letters home to parents

If you are Being Bullied What Can You Do?

A bully is looking for a reaction of discomfort, from the person that they are bullying. This makes them feel that their bullying has been successful.

- If a group is bullying you, see if you can speak to one of its members and ask them why they are doing it. Tell them that it isn't funny.

Most importantly:-

Don't keep it a secret. Get help by telling a teacher. As a school, we promise to react and to investigate fully and make every effort to stop the bullying. The wounded party would receive an apology, the bully or bullies' names will be recorded on the school

server. If the bully persists, his / her parents will be asked to come into school to discuss the problem with the head or deputy.

- **Tell your parents immediately.** Parents are asked to contact school. It is easier for us to respond to incidents of bullying when it has happened recently. Memories are fresh and witnesses easier to question.
- **Tell someone that you trust.**
- **Avoid the bully or bullies.** Be in the company of other people. The bully/ies are usually cowards and will not bully a group.
- **DO NOT retaliate, especially by being violent.** You could end up in trouble by fighting or you could get hurt by the bully and his/her friends.
- **Walk Tall.**

DON'T BE AFRAID TO TELL SOMEONE. STAFF WILL LISTEN.

STAFF INCLUDE:-

- any adult, i.e. teachers, secretary, classroom assistant, general assistant or lunchtime supervisory assistant.

How Can You Help When Someone is Being Bullied

- Be a friend to them
- Listen to them
- Be a mediator.
- Talk to someone who can act and stop the bullying.

Children might be able to discuss other responses that could be helpful to reduce the effects of the problem.

The Consequences of Bullying

Bullying is considered unacceptable, but whatever measures are in place, there are times when it will take place. Those who bully have to face certain consequences of their actions. Depending upon their severity and regularity these consequences will include:-

- Time out and withdrawal of privileges for a period of time, plus a verbal apology and the child's name noted in the book.

Safeguarding training will reinforce the importance on identifying 'bullying' and raising concerns with the appropriate members of staff. Concerns are recorded on Cpoms and swiftly dealt with in an appropriate manner.

In extreme cases, we will consult with wider professionals for advice regarding issues of bullying.

- A further complaint will result in the child's parents being invited into school to see the head or deputy.
- A daily monitoring report sheet developed. This will be completed by staff and will be used in discussions informing parents of progress. This will include agreed daily/weekly targets to address specific behaviour problems,
- A pastoral support programme developed. This may involve the Education Welfare Officer, Educational Psychologist, School Nurse and the Special Education Needs Service.
- Temporary exclusion from school for a period of up to three days.

There will be liaison with the parents throughout the process and it is hoped that exclusions will not be the result. We will make every effort to provide a successful behaviour modification plan, working with the pupil and parents. But it may be necessary to miss out some of the consequences, e.g. in extreme circumstances a child may be excluded earlier in the process, and pastoral measures employed on their return.

Every effort will be made by school to encourage and support good behaviour with reinforcements and praise. Bullying is infrequent.

Parents / Guardians are reminded of their right to appeal against actions of the school, in which case they refer to the Governors, having first discussed their grievances with the head teacher, who is always the first point of contact.