

COOPERS LANE PRIMARY SCHOOL



Anti-Bullying Policy

Approved by:

Anti-Bullying Co-ordinator, Amy Riley

Anti-Bullying Senior Leader, Paul Hooper

Safeguarding Governor, James Green

School Council

Anti-Bullying Policy - Coopers Lane School

Statutory Duty

The Head Teacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, governors, parents and pupils. The Education and Inspections Act 2006 states that schools have a duty to promote the safety and well-being of all children and young people in their care, including those who are lesbian, gay, bisexual and trans and those experiencing homophobic, biphobic and transphobic bullying.

School Ethos

All different, all equal, all smiling. Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each other with respect.

Aims and purpose of this policy

The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying affects everyone; it is unacceptable and will not be tolerated in our school community. At our school the safety, welfare and well being of all pupils and staff is a key priority. We take all incidents of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

Definition of bullying

Bullying is deliberately hurtful or unkind behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying can be carried out by an individual or a group of people towards an individual or a group.

The nature of bullying can be:

- **Physical** - such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **Attacking property** - such as damaging, stealing or hiding someone's possessions
- **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- **Psychological** - such as deliberately excluding or ignoring people
- **Cyber** – such as using text, email or other social media to write or say hurtful things about someone.

Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender identity** (transphobic bullying)
- **Special Education Needs (SEN) or disability**
- **Appearance or health conditions**
- **Related to home or other personal situations**

No form of bullying will be tolerated and all incidents will be taken seriously.

Roles and responsibilities for reporting bullying

STAFF: All school staff, both teaching and non-teaching, have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher. Amy Riley is the Anti-Bullying Co-ordinator.

SENIOR STAFF: The Senior Leadership Team and the Head Teacher have overall responsibility for ensuring that all members of staff follow the anti-bullying policy and that the school upholds its duty to promote the safety and well-being of all young people. Paul Hooper is the Senior Leader responsible for anti-bullying.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their children not to retaliate and support and encourage them to report the bullying. Parents

and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or Miss Riley.

PUPILS: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Responding to bullying

When bullying has been reported, the following actions will be taken:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the head teacher
- A member of the Leadership Team or a Learning Mentor will interview all concerned and will record the incident
- In the case of racist or homophobic bullying, the Head Teacher must be informed immediately
- The class teachers and the parents of those involved will be informed
- All incidents will be logged, monitored and a record kept on the school bullying log
- In the case of Cyber Bullying, any evidence will be secured and preserved. We will consider informing the sender's email service provider.
- In the case of cyber bullying, we will consider informing the police depending on the severity or repetitious nature of the offence. The LA e-Safety Officer may need to also be informed

Parents who are concerned that their child may be being bullied should, in the first instance, talk to the child's class teacher who will then liaise with the appropriate Year Group Leader or Learning Mentor in order to fact find. If deemed necessary, a member of the Leadership Team will also be informed.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- input from the Place2Be team if this is considered appropriate
- restoring self-esteem and confidence
- putting in place a circle of friends if appropriate

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- using a restorative approach to build a positive relationship between the children involved
- informing parents or guardians to help change the attitude of the pupil

Disciplinary action may be taken in line with the schools behaviour policy.

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to or from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Cyber bullying

Cyber bullying includes sending or posting harmful or upsetting text, images or other messages, using the internet, mobile phones or other communication technology. It can take many forms, but can go even further than face to face bullying by invading home and personal space and can target one or more people.

It can take place across age groups and target pupils, staff and others.

It can include threats and intimidation, harassment, defamation, exclusion or peer rejection, impersonation and unauthorised publication of private information or images. It can include messages intended as jokes, but which have a harmful or upsetting effect

Cyber bullying may be carried out in many ways, including:

- Threatening, intimidating or upsetting text messages;
- Threatening or embarrassing pictures and video clips via mobile phone cameras;
- Silent or abusive phone calls or using the victim's phone to harass others, to make them think the victim is responsible;
- Threatening or bullying emails, possibly sent using a pseudonym or someone else's name;
- Menacing or upsetting responses to someone in a chat-room;
Unpleasant messages sent during instant messaging;
- Unpleasant or defamatory information posted to blogs, personal websites and social networking sites (e.g. Facebook) **In some cases, this type of bullying may constitute a criminal offence.**

At Coopers Lane School, cyber bullying is considered as serious as any other form of bullying. Cyber bullying issues are dealt with in an appropriate manner dependent on the severity and frequency of the issue.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on a derogatory language log and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using the Behaviour Incident Forms in the classroom.

Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group eg sexual orientation. It can be targeted towards an individual or group of people and have a serious impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the Head Teacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Copies of a child-friendly anti-bullying policy in every classroom ensures that all pupils understand and uphold the anti-bullying policy
- an SMSC Curriculum linked in with our school values, with opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying
- School assemblies help raise pupils' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in Anti-Bullying Week and has a focus in the Spring and Summer terms on Cyber Bullying and Stonewall's Different Families, Same Love.
- Regular Internet Safety lessons as part of the school's Computing curriculum.
- Pupils and staff are required to comply with the school's Acceptable Computer Use Policy
- Parents and carers are required to sign the school's Internet Safety Agreement
- A worry box in every classroom with regular opportunities for the worries to be addressed by the class teacher.
- A worry box in the playground for children to report their bullying concerns. This will be monitored by Amy Riley, the Senior Leader responsible for Anti-Bullying
- The school values embedded throughout the curriculum and linked in with the Behaviour Policy
- Stereotypes are challenged by staff and pupils across the school
- Playground buddies offer support to all pupils, including those who may have been the target of bullying
- Learning Mentor led restorative justice programmes, including mediation, provide support to targets of bullying and those who show bullying behaviour
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultations with School Council and Values Club and through an anti-bullying survey
- Working with parents and carers in partnership with community organisations to tackle bullying, where appropriate
- Parent Staying Safe online workshop offered in conjunction with BT and Unicef.

Training

The Head Teacher is responsible for ensuring that all school staff, both teaching and non-teaching, receive regular training on all aspects of the anti-bullying policy.

Monitoring, evaluation and review

The Head Teacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils during the Governor Link Days.

The school will review this policy annually will be promoted and implemented throughout the school.

This policy was reviewed in **December** 2016 and will be reviewed again annually.