



Coupe Green
Primary School

H O G H T O N

ANTI BULLYING POLICY

Statement of Intent

At Coupe Green Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know 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.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- 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 focussing on the issue of sexuality.
- Verbal: name-calling, sarcasm, spreading rumours, teasing.
- Cyber: All areas of the internet, such as email & internet chat room misuse.
- Mobile: threats by text messaging & calls Misuse of associated technology e.g. camera & video facilities.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. At Coupe Green Primary School, we have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should understand what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school.
- Doesn't want to go on the school / public bus.
- Begs to be driven to school.
- Changes their usual routine.
- Is unwilling to go to school (school phobic).
- Begins to truant.
- Becomes withdrawn anxious, or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to do poorly in school work.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or " go missing."
- Asks for money or starts stealing money (to pay bully).
- Has dinner or other monies continually "lost."
- Has unexplained cuts or bruises.
- Comes home starving (money / lunch has been stolen).
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what's wrong.
- Gives improbable excuses for any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous and jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Roles and Responsibilities

The Role of the Teacher and Support Staff

All teachers have a 'legal duty of care towards pupils' and will endeavour to take reasonable steps to protect the welfare, health and safety of pupils. All staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

Teachers keep their own records of all incidents that happen in their class, and that they are aware of in the school. If staff witness an act of bullying, they will record it, investigate it themselves or refer it to the Headteacher. If a child discloses that they are being bullied staff do all they can to support the child who is being bullied and ensure that the anti-bullying policy is followed in response to the disclosure.

All members of staff are informed through staff meetings and relevant training of appropriate strategies, which equip them to identify bullying and to follow school policy and procedures with regard to behaviour management.

The Role of the Headteacher

It is the overall responsibility of the Headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher reports to the governing body, through the curriculum committee, about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use an assembly to address a particular issue. Other forums would include circle time and PSHE in a classroom as well as through SEAL activities.

The Headteacher ensures that all staff, including lunchtime staff, receive information and support to be equipped to identify and deal with all incidents of bullying. The Headteacher sets the school climate promoting positive behaviour management so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of Governors

The governing body support the Headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies. This will be done through the Standards and Effectiveness Committee.

The Role of Parents

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school community. Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately, who will deal with the situation and investigate the incident. Parents will be informed of the outcome of any action taken as a result of their concerns. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure (a copy of which is available from the school office or via the policies section of the school website).

The Role of Pupils (After discussion with children)

- We can recognise bullying as opposed to falling out.
- We have an adult we feel comfortable going to (in the classroom and on the playground).
- We feel able to talk in class circle time etc.
- School council input.

- We think an Anti-bullying week would be useful.
- Anti-bullying posters in child friendly language.
- Would like older children taught to mediate between younger children: 'Playground problem solvers'.

Application of the Policy

This policy applies to both child-to-child bullying and child-to-adult bullying. Separate procedures exist for adult-to-adult bullying in the school setting. Where adult-to-child bullying is suspected, separate staff discipline procedures will be applied. The policy can be applied to all areas and all aspects of the school. In appropriate cases the school has the ability to extend the policy to out of school bullying as stated in the Education and Inspections Act 2006 which makes it clear that the jurisdiction of the behaviour and anti-bullying policy can be extended to include the conduct of pupils when they are not on the school site and not under the control of a member of staff.

Coupe Green Primary School's Approach to Dealing with Bullying

We believe that there are two components to effective anti-bullying practice: Preventing bullying incidents and then responding to them. We have made a commitment to the Lancashire Anti-Bullying Charter (see Appendix 1).

We positively encourage all pupils to take responsibility for their behaviour and its consequences and to make a commitment to take action to end the bullying and provide support for the bullied pupil.

We stress the role of the bystander – the person who can intervene and help the situation. Research shows that bullying will stop in less than 10 seconds nearly 60% of the time when peers intervene (statistics from studies by the NSPCC & Professor Pepler – a professor in Psychology).

At Coupe Green Primary School we encourage the bystander to get involved and not just watch and collude. We encourage all children to report incidents or support someone getting bullied.

Our whole school approach has been developed by pupils, staff and parents and includes a range of strategies adapted to suit particular incidents, including:

- Ensuring that the whole school understands what bullying means, including what a bully is, what a victim is and what a bystander is.
- Making clear that a zero-tolerance approach to bullying is in place in school.
- Encouraging children to report incidents without feeling they are telling tales.
- Incidents are taken seriously, investigated and if necessary, acted upon, with clearly defined procedures.

We use the following strategies to ensure a positive ethos in which children feel secure to report incidents of bullying immediately:

- A behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom.
- Time dedicated to whole school and class teaching on anti-bullying; during which the children will:
 - Be made aware of the signs which people who are being bullied may exhibit.
 - Be involved in discussion as to how they may be able to mediate.

- Learn when they need to get adult help.
- Be made aware that there are many different adults in school who are willing to listen to them.
- Whole school assemblies – to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities.
- Activities within the PSHE programme specifically aimed at developing children's own strategies to deal with bullying type behaviour.
- Providing a variety of activities/equipment for pupils to play with during school breaks.

In a recent discussion our pupils suggested the following sanctions they felt should be used for anyone who has bullied another pupil:

- Apologising to victim.
- Loss of privileges.
- Loss of part of break time/lunch time.
- Behaviour monitoring chart (sticker charts in class).
- Behaviour policy letters.
- Parents invited into school.
- Follow-up meeting to check behaviour.
- Referral to outside agencies.
- Short internal seclusion (child withdrawn from class).
- Longer internal seclusion.
- Minor fixed-term exclusion.
- Major fixed-term exclusion.

The school provides many opportunities for pupils to indicate and discuss worries and concerns e.g. staff available at lunchtimes.

Procedures for Staff

All staff in school should be familiar with Safeguarding Policies and Procedures and their own roles and responsibilities in respect of them.

Wherever an investigation into what appears to be a bullying behaviour matter reveals there to be possible safeguarding concerns, immediate advice must be sought from the DSL or Headteacher.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the member of staff that has been approached will deal with the incident immediately.
- Staff will make sure the victim(s) is reassured and feels safe.
- Staff will listen and speak to all children involved about the incident separately.
- The problem will be identified and possible solutions suggested.
- Staff will encourage a problem-solving approach which will move children on from having to justify their behaviour – this may take the form of a group meeting to reconcile pupils.
- Staff will reinforce the message that bullying behaviour is not tolerated at Coupe Green Primary School.
- Appropriate action will be taken quickly to end the behaviour.
- Sanctions deemed appropriate will be applied.
- If possible, the pupils will be reconciled.
- If necessary, support will be given to the bully (bullies) to help them understand and change his/her behaviour.

- All members of the Senior Leadership Team will be informed of the incident and the action taken.
- In a case of bullying, the incident will be recorded by the Headteacher.
- In serious cases, parents will be informed and will be invited to come in and discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to ensure a successful outcome.
- The anti-bullying co-ordinator (Headteacher) will be informed of all incidents, if not already involved.

Pupils Advice

- Do not bully other people – it is not kind.
- If you see someone being bullied - help them or tell an adult.
- If you are being bullied TELL SOMEONE!
- Speak to your teacher or teaching assistant – don't exaggerate, be honest and stick to the facts.
- Write it down or draw a picture if it helps you explain.
- If it does not stop – tell the teacher again.

Cyber Bullying

Cyber bullying is a form of bullying. Guidance from the DCSF defines cyber bullying as: *'The use of Information and Communication Technology particularly mobile phones and the internet, deliberately to upset someone else.'*

There are some aspects of cyber bullying that are different to other forms these being:

- It can be an invasion of home and personal space and can be perpetrated at anytime.
- The audience can be large and reached rapidly.
- People who cyber bully have a perception of anonymity.
- Bystanders to cyber bullying can easily become perpetrators by passing on messages.
- The profile of the bully and the target can be different; cyber bullying can take place both between peers and across generations. Teachers can also be targets.

Prevention of Cyber Bullying

The school aims to prevent cyber bullying through discussions with pupils about their responsibilities in their use of ICT. These discussions not only take place in ICT lessons, but also form part of the PSHE curriculum. The school has an 'e-safety' policy which includes an acceptable use policy. This policy gives guidance to staff, pupils and visitors on the acceptable use of the internet and when elements of internet safety are taught.

The school shares information about the safe use of technology through school newsletters and the school website. We aim to promote a positive view of technology in school, where it is used to support engaging, positive and effective learning. We aim to use computers in safe ways to support pupils self esteem, participation and to develop friendships. As we do this we will always refer back to appropriate use of the internet, e-safety and digital literacy. Attention will be drawn to appropriate use of mobile phones, instant messaging, chat rooms, e-mail and social networking sites. The use of unrestricted chat rooms and social networking sites is not allowed in school. Any e-mail and use of the schools virtual learning environment will be closely monitored by staff.

The anti bullying policy and the e-safety policy will be reviewed in response to any incidents of cyber bullying.

Responding to Cyber Bullying

In light of the Education and Inspections Act 2006 the school has a responsibility to regulate the conduct of pupils when they are off site, particularly relating to forms of bullying. Therefore any incidents or concerns over cyber bullying whether in school or out will be dealt with in line with the anti bullying policy. It is particularly important that parents are informed about cyber bullying incidents to ensure that children remain safe and their behaviours monitored at home.

This policy should be read in conjunction with:

- e-safety policy
- School Behaviour Policy
- Equality Policy
- SEND Inclusion Policy
- Child Protection Policy
- ICT Security Policy

This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this via discussion with the Headteacher. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

Reviewed: January 2022

Lancashire Anti-Bullying Charter - Rights

Bullying: Bullying is using repetition to target an individual or group to intentionally harm their target either physically or emotionally, resulting in making them feel out of place, unsafe or bad about themselves.

ALL members of our Community have a **Right** to:

- Feel safe from harm, both inside and outside of school
- Be treated with respect
- Report bullying
- Be educated about bullying
- Have all bullying concerns dealt with sensitively and effectively
- Know how to respond to incidents of bullying and to be able to tell a trusted person if something worries you
- Be safe when using technology and the Internet
- Expect others to behave appropriately

Lancashire Anti-Bullying Charter - Responsibilities

Bullying: Bullying is using repetition to target an individual or group to intentionally harm their target either physically or emotionally, resulting in making them feel out of place, unsafe or bad about themselves.

ALL members of our Community have a **Responsibility** to:

- Treat others with respect at all times and to set a good example for others
- Prevent and report bullying (of you and of others) in all its forms
- Behave appropriately and uphold school values both inside and outside of school
- Use technology appropriately, legally and not to the detriment of others
- Understand the difference between banter and interactions that can threaten or hurt
- Understand diversity and recognise everyone should be treated with respect regardless of difference

- Recognise the potential risks of using technology and how they can be avoided
- Respect people's privacy

Coupe Green Primary School recognises that steps must be taken to ensure that policies and procedures are shared with, and adopted by, all members of the school community and undertakes to regularly monitor and review its Anti-Bullying provision.

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