



## Cold Norton Primary School

# Anti-Bullying Policy

### MISSION STATEMENT

At Cold Norton Primary School we will provide a rich learning environment where each child develops knowledge, skills and understanding to achieve their full potential. Our aim is for each child to become:

- ⊗ Happy, independent and self-confident
- ⊗ An enthusiastic and equipped learner who enjoys a challenge and copes well with change.
- ⊗ Brimming with personal and physical wellbeing and emotionally and spiritually literate.
- ⊗ Interest in and respectful of both their world and the world beyond them.
- ⊗ A creative thinker who can make wise choices.

*This policy was agreed by staff: Summer 2022*

*This policy was adopted by the Governing Body: Summer 2022*

At Cold Norton Primary School, we believe in a whole school approach to promoting healthy emotional well-being and positive behaviour, this includes how we protect our children from bullying and how we deal with bullying incidents. The core principles, which form our Behaviour Policy and are adopted from the Essex County Council Trauma Perceptive Practice (TPP) approach, are:

- Hope not hopelessness
- Compassion instead of blame
- Connection not disconnection

### **What is Bullying?**

Sometimes there is confusion between what is bullying and what is a fall out in a friendship or relational conflict between children.

Bullying is:

- An imbalance of power
- Repeated
- An intention to hurt either physically or emotionally

Bullying is not:

- Falling out with friends
- A disagreement
- Somebody not wanting to play with you

### **Types of Bullying**

Bullying can occur in any location or situation including when using technology and social media (known as cyberbullying).

Bullying can involve any of the following:

- Name calling and teasing
- Belittling
- Sexist, racist, religious or homophobic comments
- Threats and extortion
- Physical violence
- Deliberate damage to the possessions of others
- Offensive messages
- Sending offensive images
- Taking belongings
- Excluding people from groups
- Spreading hurtful and untruthful rumours

### **Prevention**

Our universal approach to behaviour (see our Behaviour Policy) is our key strategy for preventing bullying. The better children understand their own and others' emotions and associated behaviours, the less likely they are to engage in bullying behaviours.

We recognise and accept that bullying will, unfortunately, still occur sometimes and therefore our specific strategies include:

- School Values and a Values for Life curriculum

- A comprehensive, embedded and structured PSHE curriculum
- Computing curriculum for cyberbullying and e-safety
- Assembly themes such as kindness, compassion, friendship and forgiveness
- Anti-Bullying Week assemblies
- Posters/information around school e.g. Childline/NSPCC/Appendix

### **What Parents Can Do (see Appendix B)**

It is, understandably, very upsetting for a parent with concerns about potential bullying. In whatever capacity a child is involved, it is equally distressing, whether the child is displaying bullying behaviours or being affected by them. Parents know their children best; significant changes in behaviour or not wanting to come to school could be signs of bullying. Parents are advised to calmly talk to their child and to then share any concerns with a staff member at the earliest opportunity.

Parents should remember that not every problem is connected to bullying behaviours and we must be clear about the distinction between bullying and other behaviours. We understand this can be difficult in the moment when a child is upset.

### **Cyberbullying**

Monitoring devices and supervising online gaming are key strategies for keeping children safe at home. If there is a concern relating to cyber bullying, we recommend:

- Take screen shots of anything relevant
- Block offensive/offending accounts
- Check parental controls of devices and the guideline ages for games and social media accounts

It may also be appropriate for a parent to:

- Contact school for advice
- Report bullying to the platform that is carrying the offending comments
- Report concerns to police or other agencies

If a child is subjected to cyberbullying the recommendation is not to remove their device completely, as this could be seen as a punishment and, therefore, if a child suspects this might happen they are less likely to share any concerns in the future with their parent.

### **How We Respond to Bullying Concerns**

All concerns regarding potential bullying are taken seriously and will be investigated fully. We want all children to feel safe in school both physically and emotionally. When a concern is raised by a child, parent or staff member the following actions will be taken:

- The concerns are recorded
- An appropriate staff member is informed so that they can investigate
- The outcomes will be reported back to the person who raised the concern

The outcome of any investigation will determine whether bullying has occurred. All other issues will be resolved in line with the school behaviour policy. If bullying has occurred the following actions will be taken:

- Parents of children involved informed and individual meetings arranged
- Agree actions and consequences

- Support reparation to rebuild relationships
- Bullying incident log completed
- The incident of bullying is (anonymously) incorporated into the termly 'Behaviour' report to the Curriculum and Pupil-Related Matters committee of the governing body.

After a bullying incident has been dealt with, there is a period of monitoring time to ensure repeat bullying does not take place.

### **Cyberbullying**

Although cyberbullying is most likely to happen outside of school, we will support and liaise with parents, children and, if necessary the police, social care and other agencies to manage incidents successfully.

### **Monitoring and Evaluating**

Records of bullying are evaluated by the Senior Leadership Team (Headteacher, DSLs, SENCo and Senior Teacher) to identify possible patterns, training needs and support for staff and children.

The effectiveness of this policy is monitored with particular reference to the Governors' Statement of Behaviour Principles, Behaviour Policy and Single Equality Scheme. The Headteacher is responsible for reporting to the governing body on the effectiveness of the policy and makes recommendations for further improvements. It is the responsibility of the governing body to ensure that this policy is administered fairly and consistently.

This policy was re-written in May 2022, in line with the TPP Behaviour Policy, and is evaluated and reviewed alongside the reviews of the Behaviour Policy.

## Appendix A: Poster Resource

A sample poster/text which can be used/amended in an age-appropriate way.

### Dealing with Bullying

#### **If you feel you are being bullied:**

- ✚ Try to stay calm and be as confident as you can
- ✚ Be firm and clear - look the bully in the eye and tell them to stop
- ✚ Move away from the situation as soon as possible
- ✚ Tell an adult **IMMEDIATELY**. Make it clear this is important and that they must listen

#### **Then:**

- ✚ Tell a teacher or other adult in the school
- ✚ Tell your family
- ✚ If you are scared to tell an adult, get a friend to come with you
- ✚ Keep telling people until somebody does something to stop the bullying
- ✚ Don't blame yourself for what has happened

#### **When you are talking to an adult about being bullied, be clear about:**

- ✚ What has happened to you
- ✚ How many times has it happened to you
- ✚ Who did the bullying and did anyone see
- ✚ What have you done about it already
- ✚ What you want to happen now

#### **If you experience bullying by text, e-mail or posts:**

- ✚ Tell a friend, parent or teacher
- ✚ Save the messages if you can or ask an adult to
- ✚ Talk to an adult about blocking the sender
- ✚ Think about your e-safety lessons in school - what have you been taught?

#### **For contacts and details of where to seek help outside school:**

- ✚ Childline 0800 1111 (helpline for children) [www.childline.org.uk](http://www.childline.org.uk)
- ✚ Kidscape 020 7730 3300 [www.kidscape.org.uk](http://www.kidscape.org.uk)
- ✚ NSPCC 0207 825 2500 [www.nspcc.org.uk](http://www.nspcc.org.uk)

**If your child tells you they are being bullied:**

- ✚ Calmly talk to your child about what is upsetting them; remember, not all issues are related to bullying, however anything that is upsetting your child does need talking about
- ✚ Make a note of the details
- ✚ Reassure your child that they are right to tell you about it
- ✚ Ask to see your child's teacher to explain the problems your child is experiencing

**When talking to teachers about bullying:**

- ✚ Please stay calm; this may be the first time the school has heard of the problem or staff may have been given conflicting accounts of an incident by different children
- ✚ If you can, be specific
- ✚ Ask what you can do to help
- ✚ Stay in touch with the school and inform the teacher immediately if there are any further concerns

**If your child is bullying others:**

It is never easy to accept or deal with the fact that your child is exhibiting bullying behaviour however, with your support and by working in partnership with the school, these issues can be resolved.

- ✚ Talk to your child and explain that what they are doing is unacceptable and makes others unhappy
- ✚ Show your child how they can join in without aggressive/bullying behaviour
- ✚ Make an appointment with your child's teacher to discuss how everyone can work together to support your child
- ✚ Offer praise for improved behaviour
- ✚ Keep in regular contact with the school

**If your child is experiencing any form of cyberbullying:**

- ✚ Check exactly when an inappropriate message or post was sent and save it
- ✚ Talk to your child's class teacher if you think school can help (please check your parental controls on devices and the age guidance for social media accounts such as TikTok, FaceBook etc and gaming accounts)
- ✚ Where necessary report incidents to the police or the platform the messages have been sent from

**Help Organisations:**

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

Family Lives 0808 800 2222

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)