



# Cossington C.E. Primary School

## Care, Significance, Purpose

With a foundation of distinctly Christian Values at our core, Cossington CE Primary School aims to offer an inclusive and inspirational learning environment where every learner is warmly welcomed and can say:

'I am cared for' because God loves me and calls me to care for others.'

'I am significant because God chose to create me and everyone else in his image.'

'I have purpose because God created me, and everyone else, with their own unique personality and abilities.'

All of these are rooted in our Christian beliefs that God is a God of Love, Grace and Faithfulness.

## Anti-Bullying Policy

### School statement on bullying

At Cossington CE Primary School we believe that all people have a right to be cared for, that all people have significance and all people have an individual purpose. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community. We do not tolerate bullying in any form.

### Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

This policy works in conjunction with the school's [Child Protection Policy](#), [Behaviour Policy](#), [Equality Policy](#), [Safe use of ICT Policy](#) and [SMSC Policy](#).

### 1. Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or
- Inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)

- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying
- Bullying can be based on any of the following things:
- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

*Staff and other members of the school community should also be expected to be protected from bullying of any form, whether by pupils, parents or other members of staff.*

## 2. Reporting bullying

Any pupil who feels that they are being bullied is encouraged to tell a member of staff or another trusted adult who in turn may inform the school. The school actively fosters good relationships with pupils and other stakeholders. Pupils can access a trusted adult throughout the day to talk in confidence about any concerns they have. Parents and carers have a wide range formal and informal opportunities to speak to staff members about concerns they may have. These routes are publicised regularly via the website and newsletters.

### Reporting – roles and responsibilities

- **Staff** - All members of the school community are expected to challenge and respond to incidents of bullying all types (outlined above). It is everyone's responsibility.
- **Senior staff** – The Head teacher and the Deputy headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people. The Head teacher is the anti-bullying lead for the school and can be contacted on 01509 812565 or [admin@cossington.leics.sch.uk](mailto:admin@cossington.leics.sch.uk).
- **Parents/carers** - Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying to a member of school staff.
- **Pupils** – Pupils are taught that they should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and are encouraged to report it.

## 3. Responding to bullying

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

1. Staff will record the bullying on an incident reporting form (Appendix 1) and also record the incident centrally in the central bullying file.
2. Designated school staff will monitor incident reporting forms and information recorded in the central bullying file, analysing the results.
3. The head teacher will produce termly reports summarising the information which the headteacher will report to the governing body.
4. The incident will be dealt with initially by the child's class teacher and appropriate action will be taken to find out all of the details and to respond accordingly. Depending on the findings of the investigation parents, keystage co-ordinators, the Deputy head Teacher and the Head Teacher may all be involved in subsequent action.

5. Reported incidents of bullying and the action taken will be recorded. The key stage co-ordinator and Head Teacher will be informed and the records will be stored in the Head Teacher's office. Parents will be informed when the matter has been dealt with but specific actions undertaken with the bully/bullies will not be discussed. The children involved will be monitored to prevent further incidents occurring. After the incident has been dealt with, parents may make a follow up appointment to discuss progress if they wish.
6. Sanctions in line with our Behaviour Policy will be imposed. If bullying persists, despite action being taken by the school staff, then in extreme circumstances this may lead to short term suspensions being imposed.
7. If incidents of bullying occur away from school, at clubs etc, then the school will work cooperatively with such groups to resolve such issues. If appropriate sanctions will be imposed for off-site behaviour when warranted.
8. The victim of a bullying incident will be supported in the most appropriate manner, which may involve outside agencies such as Relate. They will sensitively listened to and helped to feel comfortable about how the incident has been handled. They will be encouraged to express what help they want in dealing with the incident and will be supported to enable them to feel safe from the bully/bullies.
9. Work will be carried out with the bully or bullies to help them understand the results and consequences of their actions. It is often the case that children who bully have also been the victim of bullying. The focus of the work will be on the bullying behaviour. Where possible reasons for the behaviour will be explored and dealt with. A clear explanation of the extent of the upset the bullying has caused will be given and they will be encouraged to see things from the bullied child's point of view. When applicable parents will be involved in supporting programmes devised to challenge bullying behaviour.
10. Where possible, the climate within the school will be monitored to ensure that a safe and positive climate is fostered. Lunch time supervisors will be involved in discussions regarding their role and receive training in playground games that encourage cooperation. Additionally, a small budget will be provided for the purchase of new play equipment. This will be discussed annually by the finance committee.

#### 4. 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 and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

#### 5. 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, recorded 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 informal mechanisms such as a classroom log.

#### 6. 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. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the headteacher 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 antibullying interventions.

## 7. School strategies to prevent and tackle bullying

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

- Our school vision is at the heart of everything we do and ensures that all members of the school community are cared for and significant members of a community where all are known and loved by God.
- Our school rules and 'Routes to Resilience' programme prescribe an ethos to children of care and mutual respect where there is no room for unkind behaviours.
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain selfconfidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Dedicated class reflection time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Restorative justice plans, peer support systems and mindfulness/wellbeing programmes provide support to targets of bullying and those who show bullying behaviour.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups such as the school council.
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

## 8. Training

The headteacher is responsible for ensuring that all school staff (including teaching assistants, chaplains, church school workers and midday supervisors) receive regular training on all aspects of the anti-bullying policy.

## 9. Monitoring the policy

The head teacher is responsible for monitoring the policy on a day-to-day basis. The headteacher is responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

## 10. Evaluating and reviewing

The headteacher 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 evaluating the effectiveness of the policy via the termly report and by in school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed.

Headteacher signed: \_\_\_\_\_

Date: \_\_\_\_\_

Chair of governors signed: \_\_\_\_\_

Date: \_\_\_\_\_

Revised January, 2020 and will be reviewed in three years time.

## Appendix 1 – Bullying reporting form

Date/time of incident	
Children involved (including bystanders)	
Where incident took place (playground, classroom, etc)	
Type of bullying (physical, verbal, indirect, cyber)	
Form of bullying (racist, religious, cultural, sexual, SEN/disability based, homophobic, bi-phobic, transphobic, related to home circumstances etc)	
Brief summary of incident	
Member/s of staff reported to/witnessed by	
Impact of incident	
Action taken	
Follow up action (including dates)	
Signed (name)	