Caslon Primary Community School

Anti-Bullying Policy

STATEMENT OF INTENT:

At Caslon Primary Community School a Rights Respecting Ethos is embedded throughout our school. The children are taught about the values, attitudes and skills which foster mutual respect and caring towards others, creating an effective and caring school. The UNCRC is at the heart of Caslon Primary Community School and is the basis for all of our policies. Bullying of any kind is unacceptable at our school.

> **United Nations Convention on the Rights of the Child**
>
> **Article 19**: Every child has the right to be protected from being hurt or mistreated, in body or mind.

What Is Bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those who are being bullied to defend themselves.

The main types of bullying are:
- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- pushing, kicking, hitting, punching or any use of physical aggression
- name-calling, sarcasm, spreading rumours, teasing
- racial taunts, graffiti, gestures
- unwanted physical contact or sexually abusive comments (Harmful Sexual Behaviours)
- cause of, or focussing on the issue of sexuality
- cyber-bullying - use of email, texts, social media, online games communication (see e-safety policy)

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. We have a responsibility to respond promptly and effectively to issues of bullying.

If any form of bullying does occur, all pupils should feel empowered to report it and know that incidents will be dealt with promptly and effectively. It is our collective responsibility as members of Caslon Primary Community School to report bullying in order to protect the rights of others within our school community. We ensure that all parents, staff and pupils have full access to this policy via the internet or school office and that the children are involved in the review/construction of this policy.

Aims and objectives of the anti-bullying Policy:
- All Governors, staff, parents and children should understand what bullying is.
- All Governors and staff should know what the schools Anti-Bullying Policy is and follow it when bullying or cyberbullying is reported.
- All pupils and parents should be aware of the procedures to follow in the School's Anti-bullying policy.
- As a school we take bullying very seriously. Pupils and parents know that they will be fully supported when bullying or cyberbullying is reported.
- Bullying and cyberbullying will not be tolerated. It is our responsibility to ensure that when it occurs any incident of bullying is dealt with in line with this policy.

We believe that every child and young person, including those who are vulnerable or disadvantaged, has the best possible start in life and is supported to meet their full potential.

The needs of children/young people:
In particular, children and young people have the right to:
• be able to grow and develop in safety and free from prejudice and discrimination;
• be listened to and have their views taken into account;
• be treated with respect;
• belong to and be valued in their community;
• see their needs and interests at the heart of everything we all do.

The children and staff at Caslon Primary Community School share the responsibility to ensure that all children's rights are met and valued. The aim of this policy is to protect the rights of all children.

Supporting frameworks:
- -The United Nations Convention on the Rights of the Child (UNCRC)
- - SEAL Documents
- - Anti Bullying Alliance Materials
- - Healthy Schools
- - Caslon Primary Community School's own e-Safety training and policies

Assessment, monitoring, evaluation and reviewing:
This policy is reviewed on an annual basis by Designated Safeguarding lead, the Leadership Team and School Council
The monitoring of the effectiveness of the policy will be undertaken in a variety of ways including:

- - Annual school questionnaires to parents and children
- - School Council Review
- - Review of CPOMS incidents logged as bullying
- - Parental Self Evaluation Questionnaires
- - Pupil Evaluations/Questionnaires

External support:
Anti-Bullying Alliance – www.anti-bullyingalliance.org.uk
Kidscape – www.kidscape.org.uk
Childline – 080001111
Bullying Online – www.bullying.co.uk
Parentline plus – www.parentlineplus.org.uk
Cyberbullying.org – www.cyberbullying.org.uk
CEOP
Thinkuknow.co.uk

Involvement of parents/carers:
It is essential to involve parents when bullying has taken place, this will done through phone calls, class dojo and meetings in school. The most effective emphasis in meetings with parents is on joint problem solving. The aim of the meeting is to minimise the likelihood of further bullying regardless of whether one is talking about the child who has bullied or the victim.
We will ensure that:
- - Parents are clear about the joint problem solving focus.
- - They have been given enough notice prior to the meeting occurring.
- - Parents' right to express their opinion is respected and they have an opportunity to have their say.
- - The meeting is purposeful and ends on a positive note.

Management of bullying incidents at school:
There are many opportunities for children to develop their understanding of bullying and share their experiences, which is a strong preventative measure for bullying and cyber-bullying. Our 'Rights Respecting Schools' (RRS) ethos and culture enables all children to learn about their rights and responsibilities with regard to bullying. Class Charters are developed early in the Autumn Term and continually referred to as a reminder of agreed expectations. Assemblies are scheduled across the year, including; childline and NSPCC.

If bullying occurs:
- A secure environment is provided in which incidents can be reported confidently.
- A CPOM log is kept of bullying incidents (including the date of the incident/s).
- A worry box is available for witnesses or victims to share incidents of bullying which will be responded to.
- The pupil who has been bullied should be made to feel safe and treated in a respectful manner.
- All pupils should be aware/shown that bullying is taken seriously.
- Consistency is of the upmost importance in the recording of incidents and the response to bullying.
- The school should protect and support all parties involved.
- The person who has bullied should be encouraged to behave in an acceptable way (refer to charters/UNCRC etc.).
- Interventions with Behaviour Manager or other relevant staff member should be closely monitored and followed up appropriately.

Procedures:
- Bullying and cyberbullying incidents are logged and reported via CPOMs
- Incidents will be reported to Special Educational Needs Co-ordinator (SEND) and Senior Management Team (SMT) and Class Teacher.
- In serious cases of bullying, parents of all children involved should be informed and will be asked to come and have a meeting to discuss the incident. This may involve, Teachers, Teaching assistants, Learning Mentors, Senior Management Team (SMT) or Headteacher.
-The bullying behaviour is investigated and the bullying will be dealt with in accordance to class charters and behaviour policy.
- The bully/bullies will receive support to change their behaviour (e.g Behaviour Manager interventions as appropriate)
-The victim will receive support from staff as deemed appropriate.
- All incidents will be followed up and monitored.

At Caslon we:
- Establish a clear code by which we behave through Rights Respecting Education.
- The UNCRC is at the heart of our school.
- Ensure that all children are aware of the behaviour classed as bullying and this is updated frequently through assemblies, philosophy for children, Citizenship integrated within the curriculum.
- Adopt a 'no blame' approach.
- We monitor closely children who have Special Educational Needs
- A nurture group occurs for identified vulnerable children.

Confidentiality:
All members of staff should ensure that they are familiar with the school's confidentiality policy.

Linked policies:
Behaviour, Safeguarding, Citizenship, e-Safety, ICT & Computing Acceptable Use Policies, Confidentiality and Equality Policies

Dissemination of the policy:
This policy is disseminated to parents through:
• The school's website

This policy is disseminated to staff and parents annually during Anti-Bullying Week.

This policy is disseminated to children through:
> -Citizenship (fully integrated into the curriculum)
> -Assemblies (linked to children's Rights and Responsibilities)
> -Key national events such as Safer Internet Day, Anti-Bullying Week
> -Class Charters
> -Integrated Rights Respecting Schools Curriculum

Policy approved and adopted: May 2019

Due for review (every year): May 2020