



Anti-Bullying Policy & Anti-Bullying Procedures

Overview

Everyone should be able to come to our school and learn in a caring, friendly and safe environment. Bullying of any kind is unacceptable. If bullying does take place, everyone should be able to tell and know that it will be dealt with quickly. We are a *TELLING* school. This means that anyone who knows that bullying is happening is expected to tell the staff.

ALL kinds of bullying are wrong; no matter what excuses are given for it;

ALL kinds of bullying can be harmful to the way children and young people develop and learn;

The bullied person **AND** the bully should be helped.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have a clear understanding of 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 if bullying is reported.
- All those in our school or visiting our school are clear that bullying will not be tolerated.

Our Approach

Our approach centres on prevention. There is an ethos and expectation of good behaviour for all children at Richard Cobden. Children and staff are encouraged and expected to show respect to others and to be treated with respect. Children are taught to make the right choices when it comes to their behavior and interactions with each other. They understand the impact of their behaviour on the wellbeing, learning and safety of themselves and others.

Expectations and messages are shared in assemblies, PSCHE lessons and in the way behaviour incidents are dealt with throughout the school. Levels of adult supervision, training and an ethos that bullying is not tolerated mean that all staff are aware of different forms of bullying and their responsibilities to act upon it.

What is Bullying?

Bullying is:

- deliberate behaviour which is intended to hurt another person either physically or emotionally (hurt their body or their feelings)
- repeated over a period of time
- sometimes aimed at a person because of their race, religion, size, gender or sexual orientation

It takes many forms and can include:

- hitting, kicking or causing physical pain to you
- teasing you
- spreading lies about you
- making threats towards you
- pushing or pulling you
- calling you names
- cyber bullying - bullying you by using a mobile phone or online (e.g. email, social networks and instant messenger)
- taking your money or possessions
- leaving you out – excluding you
- teasing or insulting you if you look different and have different coloured hair or wear glasses
- teasing you because they think you are smarter than they are, or maybe they think they are smarter than you
- picking on you because you wear different clothes to them

There are other types of more specific bullying.

Homophobic bullying - Somebody may bully you if you are of a different sexual orientation to them, for example someone straight might bully you if you are gay and call you 'gay' as an insult.

Racist bullying - People may bully you because of the colour of your skin so would call you horrible names linked to your skin colour.

Sizeist bullying - Someone may bully you because of your size, calling you 'fat' or 'skinny' as an insult.

Sexist bullying - People bully you for being the opposite sex, calling you 'weak' if you are a girl for example.

It is not bullying if two pupils have an occasional fight, disagreement or quarrel. Children need to be taught to distinguish between bullying and disagreement so that unfair accusations of bullying are not made.

Everyone at Richard Cobden School is expected to adhere to the following, known as our Bully Blocker Pledge, which is signed by all children at the beginning of each new academic year:

1. We will not bully others.
2. We will try to help others who are bullied and will not be a bystander.
3. We will try to include others who are left out.
4. If we know that someone is being bullied, we will tell an adult at school.

Why is it important to respond to bullying?

It is difficult for those being bullied to defend themselves.

Anyone can be bullied. Sometimes there is no particular reason at all for someone to bully another person. Sometimes the bullying is a one-off. Other times, someone can bully someone else for a long period of time.

Bullying hurts. It can make people feel lonely, unhappy and frightened. It can make them feel unsafe and could make them feel there is something wrong with them. People who are bullied lose confidence and may not want to go to school anymore. It may make them sick.

If a person is being bullied, they need to talk to someone and get help.

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.

This school has a responsibility to respond promptly and effectively to issues of bullying.

The Effects of Bullying

All forms of bullying are hurtful and may have a devastating effect on those who are bullied. Whilst some children may recover from bullying, there are others who suffer lasting consequences. Children who are bullied may see themselves as inadequate and friendless and suffer from loss of confidence and low self-esteem.

Bullies may also suffer from long lasting consequences and if offered no support, may continue with bullying behaviour into their adult lives. For this reason, it is important that they receive support to enable them to change their behaviour.

Ways We Can All Help to Prevent Bullying

- Follow the school's Behaviour Management Policy and school reward systems.
- Make the school's code of conduct and school rules clear and be consistent and vigilant in ensuring they are implemented.
- Anti-bullying should be regularly discussed in class and at assemblies.
- Taking part in National Anti-Bullying Weeks and holding regular anti-bullying workshops with outside agencies such as the NSPCC.
- At the beginning of each academic year, all pupils review and sign the Bully Blocker Pledge
- Adults should be vigilant, get to know children well so that you can tell if something is wrong.
- Children will always be encouraged to tell an adult if there is something bothering them.
- It will be made clear to all children that bullying will be dealt with swiftly and robustly.
- Each class will use circle time and PSHCE lessons to discuss issues that arise and to enable children to talk about their feelings in a secure environment. These sessions will provide opportunities to reinforce expectations and rehearse language to help children to speak out.
- Children will be encouraged to use the class 'feelings and ideas post-box' to inform an adult of anything they are not feeling confident enough to discuss.
- Playground buddies will support children at play and include children who might be feeling left out.
- Older pupils will be trained to carry out peer mediation to support pupils to resolve problems and help to prevent bullying.
- Staff will be trained to support and supervise children at playtimes to prevent bullying.
- Children will be provided with resources to encourage appropriate and collaborative play and interaction.
- Children will be introduced to and coached in using the Wheel of Choice to help resolve conflict more independently and be able to give and receive an 'I message' as a means of speaking up when they don't like what has been said or done to them.
- The use of the playground will be monitored and adjusted as necessary to manage or eliminate games that encourage more domineering behaviour or overly boisterous play.

Dealing With a Bullying Incident

The children are continually and consistently encouraged to tell someone.

All staff are asked to keep the victim and the bully under close watch.

The bully and the victim are supported by the school's anti bullying programme which is run by a member of the Senior Leadership Team, our Inclusion Lead or the Phase 2 Leader.

The parents of both parties will be involved.

The response to the incident will depend on the nature and severity of it.

The victim's wishes will be considered in deciding how an incident will be dealt with. This may result in:

- A member of staff dealing with the bully
- Staff monitoring a situation for any further intimidation
- A member of staff supporting the victim in having a face to face discussion with the bully
- A member of staff supporting the bully to apologise and make amends through some restorative action
- A member of staff supporting a group to resolve differences that are leading to bullying amongst the group

After the matter has been resolved there will be a period of ongoing monitoring of the situation. The victim and bully will have regular catch up sessions with the member of staff who ran the anti-bullying/restorative sessions to ensure they are okay.

The school's Behaviour Management Policy will be implemented.

Advice to children about bullying

If you are being bullied, you can tell **any** member of staff. This is not telling tales, it is a sign of strength because you are showing that you will not tolerate anyone trying to hurt you.

If you find it difficult to talk to a member of staff about, you could ask a friend to help you to speak to a member of staff.

If you cannot tell anyone at school, tell your parents. They will tell us.

If your friend is being bullied, tell any member of staff about it.

Remember that you should not be bullied. Nobody has the right to bully you. The school will do all it can to stop bullying.

All children know bullying is wrong. Everybody has a responsibility to help us stop it. You should not stand by while someone is bullying another child. If you know there is bullying you should tell an adult. You should let other children know you do not agree with bullying.

REMEMBER:

"Knowing what's right doesn't mean much unless you do what's right."

— [Theodore Roosevelt](#)

Advice to parents/carers about bullying

If you are worried that your child is bullying or being bullied, look out for the following:

A change their behaviour

They may be unwilling to talk about their day

They may be reluctant to come to school or complain of being unwell

They may come home with things that you have not bought for them

They may look less happy than usual

They may come home with cuts and bruises

They may develop a poor self-image or low self-esteem

They may not want to wear their glasses or particular clothes

They may want to avoid particular children or activities

How can parents/carers help to prevent bullying?

At some point everyone gets upset or angry. Encourage your child to express their feelings without hurting others.

Encourage and help your child to talk to other children to sort problems rather than hurting them.

Praise them when they do this successfully.

Encourage your child to tell a member of staff if they are bullied or hurt at school.

Contact the school immediately if you have concerns about bullying incidents.

Do not intervene with other children or children's parents but do inform the school immediately.

Allow the school to seek further professional advice and support to deal with difficult incidents of bullying.

Always be aware that we are role models of behaviour for children.

Involve yourself in the life of the school.

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