

Federation Anti-Bullying and Harassment Policy



Cavendish
Primary School



Knowleswood
Primary School

Approved by: Governing Body

Date: March 2020

Last reviewed on: March 2020

Next review due by: March 2021

Cavendish and Knowleswood Federation

Anti- Bullying and Harassment Policy

Statement of Intent

At the Cavendish and Knowleswood Federation 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.

Rationale

We recognise that bullying can occur. When it does, it can be harmful both physically and emotionally for the victim. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed.

What is bullying?

Bullying is deliberately hurtful behaviour. It is usually repeated, often over a period of time and it is difficult for those being bullied to defend themselves.

We believe that there are a number of types of bullying:

Emotional: excluding from a group, tormenting, ridiculing, humiliating

Physical: hitting, punching, pinching kicking or taking someone's belongings.

Verbal: name-calling, insulting, indirect bullying, through spreading stories about someone, threats, making fun of someone

Racist: racial taunts, gestures, making fun of someone's culture or religion

Sexual: unwanted physical contact, sexually abusive or sexist comments

Cyber: setting up hate websites, inappropriate comments on social media websites e.g. Twitter and Facebook and offensive e-mails and texts

Bullying is not:

It is important to understand that bullying is not odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone.

Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

It is bullying if it is done repeatedly and on purpose.

Whenever the opportunity arises it must be made profoundly clear that we will **not** tolerate bullying at either Federation school. We are committed to providing a caring, friendly and safe community for all our pupils so that they can grow and learn in a relaxed and safe environment.

Why do we tackle bullying?

We tackle bullying as an issue because we are an effective, caring school and we believe that:

- bullying makes people unhappy and leads to low self-esteem.
- pupils who are being bullied are unlikely to concentrate fully on their schoolwork.
- some pupils avoid being bullied by not attending school.
- pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour.
- we wish to build the self-esteem of all pupils, especially bullies and victims.

Role of Parents

Parents have an important part to play in our anti bullying policy. We ask parents to:

- Look out for unusual behaviour in their child – for example not wanting to attend school, feeling ill regularly, or not completing work to their usual standard.
- Always take an active role in their child's education, enquire how their day has gone, who they have spent time with etc.
- If you feel your child may be a victim of bullying behaviour, inform the school. Your complaint will be taken seriously and appropriate action will follow.
- If you feel a child has bullied your child, please do not approach that child in the playground or on their way home. Please inform the school immediately.
- It is important that you do not advise your child to fight back or to repeat the bully's behaviour. This will only make the situation worse.
- Tell your child it is not their fault they are being bullied.
- Reinforce the school policy on bullying and ensure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform the school. The matter will be dealt with appropriately.

Procedures for reporting and responding to bullying incidents

Allegations and incidents of bullying at the federation will be taken seriously by all staff and dealt with impartially and promptly. All of those involved have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved. The following procedures are to be followed:

- Incidents of reported bullying need to be reported to the Leadership team who will ensure that the Head of School is informed.
- The relevant Leadership team member will arrange for all children involved to be spoken to, separately, or if appropriate as a group.
- The problem will be identified and possible solutions suggested.
- Staff will use a restorative practice approach to allow children to embed life skills to solve problems and avoid reoccurrence.
- The outcome of any investigation will be reported to the Head of School and recorded by the relevant Leadership team member on CPOM's.
- Appropriate action will be taken to end the bullying behaviour or threats of bullying.

- Support will be offered to the bully to help them understand and consider their actions.
- The bully (bullies) will be asked to apologise. Other consequences may take place and appropriate sanctions applied i.e. loss of privileges, spending playtime and lunchtimes with an adult, be withdrawn from class, be withdrawn from participation in a school visit, club or event not essential to the curriculum.
- If possible, the pupils will be reconciled.
- An attempt will be made and support given to help the bully (bullies) understand and change his/her behaviour.
- If the bullying continues or in more serious cases of bullying parents will be informed and invited into the school for a meeting to discuss the problem
- Mediating meetings, with both parents and pupils present may be used to resolve the issues
- The incident will be recorded and kept on file.
- The school may follow the following sanctions: lunchtime exclusion, internal exclusion and as a last resort a fixed term or permanent exclusion.

Strategies for the Prevention and Reduction of Bullying

Whole school initiatives and proactive teaching strategies will be used throughout the federation to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These include:

- Work by the Pastoral team and other school staff
- Regular PSCHE teaching following the agreed scheme of work
- Taking part in National Anti - bullying week
- Awareness through Anti - bullying assemblies
- Circle time
- Drama/role play activities
- Implementation of playground mentors
- Playground buddies for children who are experiencing difficulties
- The following of the whole school behaviour policy which includes using praise and rewards to reinforce good behaviour.
- Encouraging the whole school community to model appropriate behaviour towards one another.

Monitoring of Policy

This policy will be monitored by the Senior Leadership Team and through staff meetings and will be reviewed annually.