

ANTI-BULLYING POLICY



Rationale

Everyone at Canterbury Cross Primary School has the right to feel welcome, secure and happy. Only if this is the case will **all** members of the school community realise their full potential and equally access opportunities. This is an intrinsic part of our school vision/values-SHARE (Safety, Health and Happiness, Achievement, Respect and Equality.) **It is understood by everyone at Canterbury Cross Primary School that bullying of any sort is not acceptable.**

Where bullying exists **anyone** must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for the bullied individual and help build an anti-bullying ethos in the school. This document outlines how we make this possible at Canterbury Cross Primary School and is closely linked to our Behaviour Policy and our Online Safety Policy.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling or more serious verbal abuse, threatening behaviour, violence, threatened violence, isolation, ridicule, or indirect action such as spreading unpleasant stories about someone, including the use of technology to do so.

What do we mean by bullying?

The ABA (Anti-Bullying Alliance) defines bullying as:

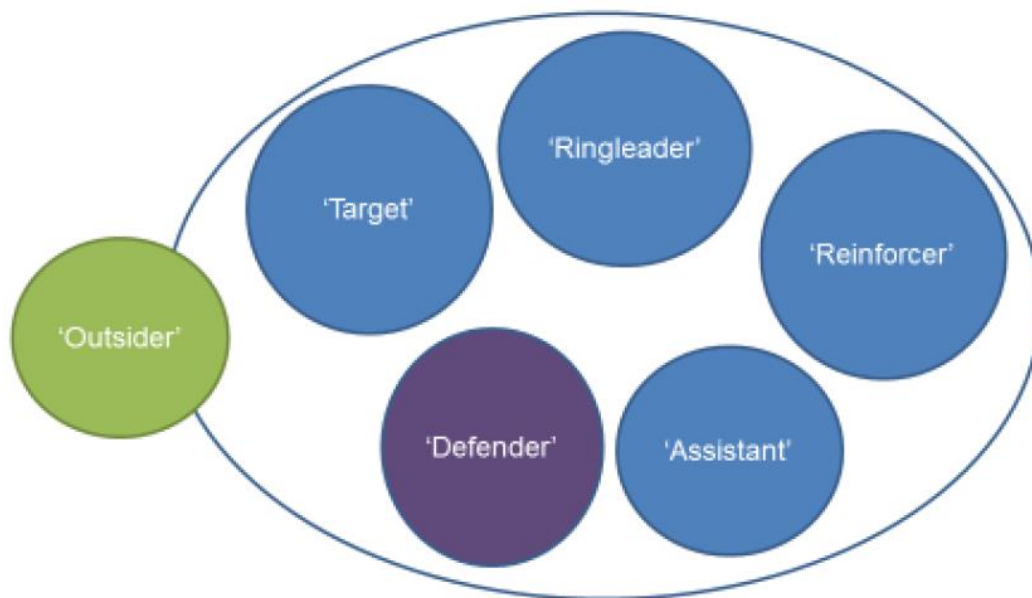
“the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.”

The school works hard to ensure that all members of our school community know the difference between bullying and simply “falling out”.

Actions to Tackle Bullying

Prevention is better than cure, so at Canterbury Cross we are vigilant for signs of bullying and always take reports of incidents seriously. Children are encouraged to tell someone (e.g. a teacher or other adult in school, a parent or even a friend) if they feel they are being bullied or if they feel bullying is going on in school. We will use the curriculum, assemblies and SMSC/PSHE/RRSA sessions, whenever possible to reinforce the ethos of the school and help individuals to develop strategies to combat bullying behaviour. 'Playground Friends' who are some of the members of the Rights Respecting Steering Group and the Well-being Warriors will look out for bullying behaviours, and support children who need a 'friend'. Friends have been trained in how to deal with the person who has been bullied (target) and the person displaying the bullying behaviours.

We aim to educate all of those who can be involved in bullying behaviour, as shown below:

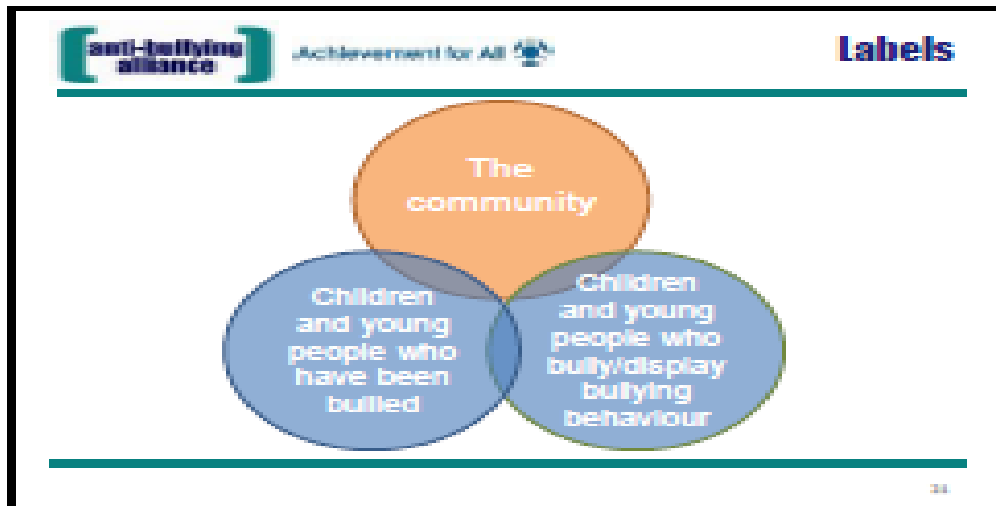


Our aim is to ensure there are more defenders in our school.

At Canterbury Cross School, everyone knows that any incidence of bullying, directed at themselves or others, should be reported and will be taken seriously. All reported incidents of bullying will be investigated.

The following protocol will be followed:

- Each incident will be discussed fully with the child/children, taking into account their age and level of understanding
- A record will be made and kept of any reported incidents (in the case of children, the record will be made by their class teacher in the anti-prejudice book)
- A copy will be given to the Senior Leadership team and discussed
- Older children maybe asked to write a report themselves
- If bullying includes racial abuse, it will be reported to the headteacher and recorded in the anti-prejudice book
- The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style
- Each individual must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring
- Restorative justice will be a means of ensuring the behaviours do not occur again-with the school as a community, working with the person who has been bullied and those who display the bullying behaviour.



Action will be determined by a number of factors, including ...

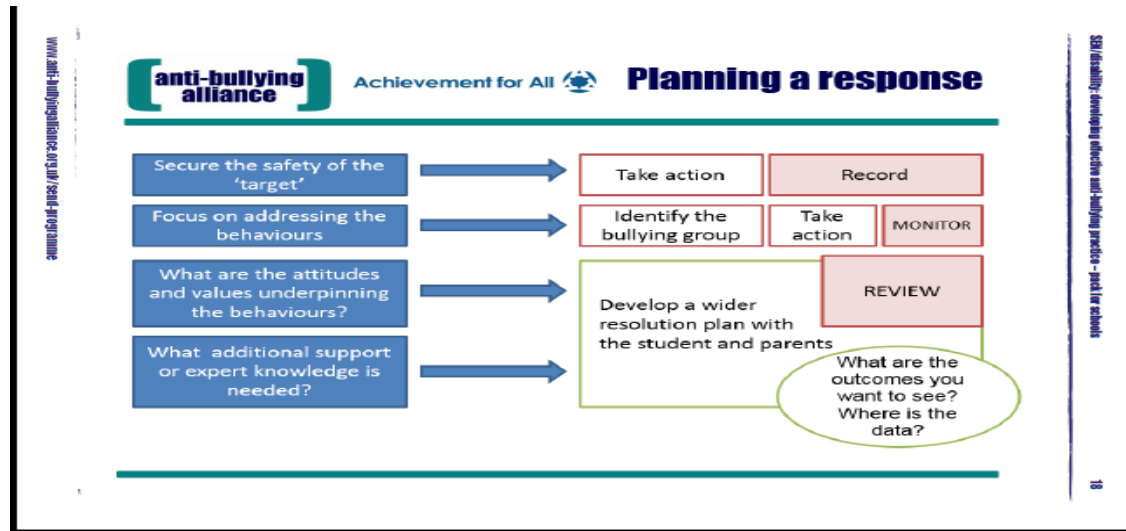
- The nature of the bullying
- The extent of the bullying
- The number of bullying incidents that have taken place
- Whether there have been previous incidents of bullying
- Home circumstances

There are various strategies that are applied in the case of bullying to try to resolve the situation. These may vary greatly as each incident is different and requires an individual approach.

Strategies may include some, or all, of the following:

- Role-play and other drama techniques as well as Circle Time/Circle of Friends. If held regularly, these can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. These techniques can also be used just within the affected group to confront bullying that may already exist
- The use of SMSC/PSHE/RRSA materials across the whole school underpins the qualities and skills that help children manage their lives and learning effectively.
- Pupils need to feel secure in the knowledge that at times, assertive behaviour, and even walking away can be effective ways of dealing with bullying.
- Support and interventions from the Well-being Co-ordinator.

At Canterbury Cross Primary, we follow the Anti-Bullying Alliance's response diagram, as seen below:



Parental Involvement

The parents of alleged bullies and pupils being bullied will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. A monitoring tool may also be used, often incorporating a reward for achieving desired behaviour.

Parents are reminded to inform their children that they must tell someone should they ever be bullied. Keeping quiet will never help a problem to be solved, and will prolong the period a pupil has to suffer. Whilst there is very little history of bullying at Canterbury Cross Primary School, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. This policy is seen as an integral part of our Behaviour Policy.

PUPIL INVOLVEMENT

This policy was discussed, edited and agreed upon by the children in Canterbury Cross as part of their Anti-Bullying week work.

INDIVIDUAL RESPONSIBILITIES

All members of the school community have a key role in promoting, implementing and supporting the Anti-Bullying policy of Canterbury Cross Primary School. It is important that there is a collaborative whole school approach to address any difficulties which may be encountered. Everyone should work together to create a safe, happy and anti-bullying environment.

Staff should:

- Provide a safe, secure and caring environment.
- Promote and sustain good behaviour.
- Listen to all reports of bullying.
- Address each situation in line with procedures and expectations..
- Work collaboratively with all relevant members of the school community, developing positive partnerships with parents.
- Take part in the regular training/CPD.

Pupils should:

- Report all incidents of bullying (if a child is being bullied or if another pupil is being bullied – TELL SOMEONE)
- Follow the school's rules and behaviour policy.
- Avoid inappropriate behavior, which might be considered as bullying.
- Be respectful and supportive to others.

Parents should:

- Work in partnership with the school.
- Advise their children to report any concerns to a member of staff.
- Discourage behaviours which might be considered as bullying.
- Stress to their children that retaliation is not helpful.
- Contact the Senior Leadership Team to discuss concerns.

- Co-operate with the school, if their child/children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.
- Accept their role in dealing with bullying behaviours, which occur outside the school, so that they do not interfere with effective learning and teaching during the school day.

[LINKS WITH OTHER POLICIES](#)

Canterbury Cross Primary School's Anti-Bullying Policy works alongside the following policies and supports our Values Statement.

Safeguarding & Child Protection

Behaviour

SEND

Alleged Bullying Incident Form

(i.e. significant / repeated / or serious one-off incident)

	Name (s)	Gender	Class/Room
Complainant(s)			
Alleged child (children who has been bullied (if different from above))			
Alleged child (children) who has displayed bullying behaviour			

Date of incident:

Location of incident:

Type of incident: Please tick/circle appropriate types

Physical Bullying (includes jostling, physical intimidation, interfering with personal property (stealing, damaging, intruding upon it) punching/kicking, any other physical contact which may include hair pulling, spitting or use of 'weapon', extortion, writing/drawing offensive notes.)

Verbal Bullying (includes name calling, insults, jokes, threats, spreading malicious rumours, ridicule of another's appearance/disability/personal mannerisms/way of speaking, humiliating another publicly, mocking, sarcasm, intimidation)

Emotional Bullying (includes isolation, refusal to work with/talk to/play with/help others, mobbing the individual, belittling another's abilities, or achievements, menacing looks, stares or rude gestures)

Cyber Bullying (please specify) _____

Details of Incident

Action/support for child(ren) who has/have been bullied i.e. on-going support / monitoring from staff (including time frame of follow up action required)

Parental involvement (please specify e.g. dates and details of information received)

NAME OF STAFF MEMBER(S) INVOLVED

Date: _____