College Road Primary School

Anti-Bullying Policy

Statement of Intent

At College Road Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At College Road Primary School, we acknowledge that bullying does happen from time to time- indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Aims and objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and disability Act 2001. The Government Green Paper 'Every Child Matters' 2003 (outcome 2) and The Children Act 2004
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.

- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (Relationships and Sex Education lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

What is Bullying?

The children were all asked this question and the school has adopted the following collaboration definition of bullying which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim/s. It can be online or face to face.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing making rude remarks, making fun of someone
- Physical pushing, kicking, hitting, pinching, throwing stones, biting , spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual unwanted physical contact or sexually abusive or sexist comments
- Homophobic because of/or focussing on the issue of sexuality
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones or on online games
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is not the *odd occasion* of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done **several times on purpose** (STOP).
Children 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 children'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.

Where does bullying happen?
It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school, or online. In such cases, the Headteacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

What can you do if you are being bullied?
Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.
The children were all asked this question and we have included some of their strategies in the list below:

- Stick up for yourself if you are feeling confident
- Tell a teacher or another grown up (in school or at home)
- Ignore it, if you can
- Be sensible about it
- Move away, if you can
- Stay away from that person
- Say 'stop it, I don't like!'
- Don't play with them
- Tell a friend – they could talk to a grown up with you
- Ring a help line like Childline

What can you do if you see someone else being bullied?
(The role of the bystander)
Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. The children have also discussed this question in class and some of the strategies they suggested are listed below:

- Take the person being bullied away from the situation, if you can
- Encourage the victim to tell a teacher
- Tell a grown up yourself, or shout for help
- Help the victim to find a grown up and tell them
- Tell the bully to stop, if you can safely do so

- Tell a grown up at home and ask them to contact the school

- Don't smile or laugh at the situation.
- Ask someone you trust about what to do.
- Call a helpline for some advice.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at College Road Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff and report on CPOMS.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem-solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (see next section).
10. If possible, the pupils will be reconciled.
11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
12. In cases of serious bullying, the incidents will be recorded by staff on CPOMS and on the Bullying Incident Log. All reports will be kept in a black file in the school office.
13. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
15. Bullying incidents will be discussed regularly at staff meeting.
16. Reports on serious bullying incidents will be reported to the Governors at the next meeting.
17. If necessary and appropriate, the Child Protection Officer in school, Social Services or police will be consulted.

The following sanctions may be used:

The children have also discussed this question in their Class Council and some of the sanctions they suggested are included in the list below.

The children think that the consequences should depend on the severity of the bullying and could be:

- Apologise to the victim(s) verbally and/or in writing and mean it
- Parents will be invited in to school to talk to the teacher, Assistant Headteacher or Headteacher
- Lose privileges
- Lose playtimes and go to Reflection (for more than one day)
- Spend playtimes and lunchtimes with an adult
- Teach the bully how to be a kind person
- Restorative work – the bully has a conversation with an adult and the victim so they understand how their actions made the victim feel
- Doing chores to make up for what they did, e.g. helping at lunchtime
- Spend time in a quiet part of the playground
- Consequences at home
- Be put on a kind behaviour report card
- Sit on a separate table for a period of time (until they change their attitude)
- Be removed from class and work in seclusion
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum
- Fixed term suspension
- Permanent exclusion

The children were clear that if the bully carries on, then they should have a more severe consequence next time.

Strategies for the prevention and reduction of bullying

College Road Primary school is a Values Based Education school that promotes and teaches values for children to live by, such as kindness, respect, acceptance, honesty and happiness. This will act as a preventative measure by equipping the children with values to ensure they can show empathy and kindness to others. All staff will promote and model these values and refer to them when dealing with any issues of unkindness, so that the children will know which value they need to work on.

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

- Creation of Anti-Bullying Campaign (ABC) focus groups involving children and adults
- Involving the whole school community in writing and reviewing the policy

- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- Producing a 'child speak' version of the policy for the children
- Each class agreeing on their own set of class rules
- Making national anti-bullying week a high-profile event each year
- Awareness raising through regular anti-bullying assemblies
- Our JIGSAW PSHE (Personal, Social & Health Education) scheme of work from Reception to Year 6 used to support this policy
- Circle time on bullying issues
- Setting up a circle of friends support network where a small group of children volunteer to help and support any individual experiencing difficulties
- Children writing stories and poems and drawing pictures about bullying
- Children being read stories about bullying
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situation
- Prominently displaying anti-bullying posters produced by the children around the school
- Introducing playground improvements and initiatives
- Training Y5 and Y6 pupils to be Playground Mediators or Values Champions
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising regular anti-bullying training for all staff

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Questionnaires completed by the whole school community, together with surveys, focus groups, children's and parents'/guardians' and bullying incident forms will be used to gauge the effectiveness of the policy.

November 2026

To be reviewed in 2029