

Coppermill Primary School



Anti-Bullying Policy

Ratified by the Curriculum & Achievement Committee: March 2019

Review cycle: Every four years

Next review: Spring 2023

Introduction

At Coppermill we aim to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. We recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the *Equality Act 2010* our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Coppermill Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the *Children Act 1989* a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where there is the case, the school will report their concerns to the local authority children's social care.

Aims

We are committed to promoting and developing a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe, secure and harmonious environment that is sustained for all our pupils.

All staff at our school will:

- Deal with any bullying swiftly so that everyone feels safe
- Work together with parents and carers to prevent and stop bullying
- Encourage a positive and supportive environment where everyone feels safe and happy.

Definition of bullying

At Coppermill, we discuss what bullying is with all pupils through assemblies and PSHE lessons and we all agree that bullying is '***deliberate hurtful behaviour repeated over time that intentionally hurts another individual either physically or emotionally***' and can happen in person or through electronic devices, also known as Cyber-bullying.

Types of bullying

We recognise that bullying can occur in the following ways:

- Verbal - name calling, teasing, insulting, making threats
- Physical - hitting, kicking, spitting, gesturing, removing belongings, damaging people's property
- Indirect - starting or spreading rumours, writing notes, excluding someone from social groups.

Our policy covers all forms of bullying and includes all incidents related to:

- Race – including colour, nationality, ethnic or national origin
- Religion, belief or culture
- Disability and special educational needs
- Gender
- Sexual orientation
- Looked after children or other related home circumstances.

Implementation

Preventative strategies will support our policy in order to create and implement a 'bullying free' ethos. Within the curriculum the school will raise the awareness of the nature of bullying through PSHE, class circle time, assemblies, and other subject areas, as appropriate. Our school values, particularly our values of empathy and respect, underpin all of the school's approaches to addressing bullying and the causes of bullying.

When dealing with incidents of suspected bullying the following procedure will be followed:

- Member of staff who has been dealing with the incident to report to a senior member of staff with details of what has happened and how the incident has been addressed so far
- Senior member of staff to interview pupils involved and collect other evidence as appropriate
- Incident to be treated as a 'serious incident' and logged appropriately, recording details of any aggravating circumstances (e.g. if it was racially motivated; cyber-bullying)
- If pupils are found to have behaved in a manner that constitutes 'bullying' (see definition above), parents of the perpetrator and victim(s) will be informed
- Appropriate sanctions will be imposed in line with the School's Behaviour Policy and robust measures taken to ensure that the bullying stops immediately
- A 'restorative justice' approach will be followed to address any underlying factors that led to the bullying occurring, in a way that makes both the victim and perpetrator feel heard and supported. This will not excuse the bullying behaviour in any way.

Pupils

Pupils who have been bullied will be supported by:

- A robust anti-bullying process that ensures the bullying behaviour ceases immediately
- Opportunities to speak with a trusted adult so that they can talk about how they are feeling in relation to the bullying and any related incidents
- Counselling (if appropriate)
- A process of 'restorative justice' where they will be given the opportunity to speak face to face with the perpetrator of the bullying behaviour (if they wish to) to explain how the behaviour has made them feel. The perpetrator will be encouraged to empathise with the victim so that they understand the impact of their behaviour.

Pupils who have bullied will be helped by:

- Discussing what happened and why, to identify and address the cause(s) of their behaviour
- Informing parents or carers so that they can support the process to help encourage more positive future behaviour
- A process of 'restorative justice' where they will be given the opportunity to listen to the victim of the bullying behaviour to understand how the behaviour has made them feel. The perpetrator will be encouraged to empathise with the victim so that they understand the impact of their behaviour.

The following disciplinary steps can be taken:

- A period of reflection imposed so that the perpetrator thinks more about why they have bullied and how they can change their behaviour, typically during their break or lunch time
- Book to monitor behaviour and detail specific targets for future behaviour
- Fixed-term internal exclusion
- Fixed-term external exclusion
- Permanent exclusion.

This policy also links with our Behaviour Policy, our Child Protection & Safeguarding Policy, our school Code of Conduct, our Exclusion Policy and our school's vision, ethos and values.