

Anti-Bullying Policy

Date	Review Date	Endorsed by	Approved by	Link Governor
September 2024	September 2025	FGB	Governing Body	Tosin Asaolu

Aspire, Believe & Achieve











Policy last reviewed: September 2024

Policy written by: Ashley Witherington

Article 3 The best interests of the child must be a top priority in all things that affect children.

1. School Ethos and Aims

Our school motto 'aspire, believe, achieve' is fundamental in all that we do. We want Coppice to be a school that aspires to achieve in every way: academically, personally and socially.

- Inspire, encourage and prepare our community to embrace the challenges of the future.
- Be confident, independent and creative in our learning.
- Value, enjoy and respect each other and the world around us.

2. Policy Objectives

This policy outlines what Coppice Primary School will do to prevent and tackle all forms of bullying. The school takes its responsibility to tackle all forms of bullying very seriously and both adults and children understand that it is unacceptable and will not be tolerated.

Coppice Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

3. Links with Other School Policies and Practices

This policy links with several school policies, practices and action plans including:

- Acceptable Use Policy
- Behaviour Policy
- Complaints Policy and Procedure
- Online Safety Policy
- Safeguarding and Child Protection Policy

4. Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying. These may include (but are not limited to):

- Keeping Children Safe in Education 2023
- The Children Act 1989
- The Education and Inspection Act 2011
- The Equality Act 2010
- The Malicious Communications Act 1988
- Protection from Harassment Act 1997
- Public Order Act 1986

5. Responsibilities

It is the responsibility of:

- The headteacher to communicate this policy to the school community, to ensure

that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.

- Ashley Witherington is the senior leader responsible for anti-bullying.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy

6. Definition of Bullying

Whilst there is no single definition of bullying, The Anti Bullying Alliance (ABA) 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 online".

As a school we use the acronym **STOP** to support children in better understanding what bullying is.

Bullying is: **S**everal **T**imes **O**n **P**urpose

You should: **S**tart **T**elling **O**ther **P**eople

It is to be noted that bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours. We are aware that these incidents can also take place during journeys to and from school.

The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

We are aware that bullying can be a form of emotional abuse and can negatively impact a child's emotional development.

At Coppice Primary School, we recognise bullying as being a form of child on child abuse. Incidents of bullying shoul never be tolerated or excused as "banter" or "having a laugh".

We understand that even with no reports of bullying, it does not mean that it is not taking place and that it may not be being reported.

7. Forms and Types of Bullying Covered by this Policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
    - Bullying related to race, religion, faith and belief and for those without
    - faith
    - Bullying related to ethnicity, nationality or culture
    - Bullying related to Special Educational Needs or Disability (SEND)
    - Bullying related to sexual orientation (homophobic/biphobic bullying)
    - Gender based bullying, including transphobic bullying

8. Responding to Bullying Concerns

- The school is keen to identify early signs of distress in pupils these should be reported to the class teacher.
- Staff will be given training on managing behaviour, counselling pupils and working with parents.
- The school will use other professionals who will work alongside teachers, pupils and parents to overcome the effects of bullying.
- Maintaining the momentum against bullying through initiatives to improve attitudes and behaviour. This may be taken in the form of National Anti-Bullying Days or themed learning
- All incidents will be recorded on our CPOMS file, a member of the Senior Safeguarding Team will look at this file daily and action any points for concern.
- Each person's view will be listened to carefully and fairly.
- All reports will be investigated immediately by a member of the senior leadership team.
- Any witnesses to the reported incident will also be interviewed.
- All children will be used as a positive resource in countering bullying showing that they disapprove of this type of behaviour
- Parents will be contacted immediately to discuss the incident in school with either the head teacher or a member of the senior leadership team

- All accessible areas of the school are patrolled during breaks by either year six pupil advocates or members of staff.
- The Coppice Code of Conduct will be placed in all classroom and referred to during any incident.
- The Anti-Bullying Statements can be found in each classroom.
- Identified bullies will be recorded by the head teacher and monitored closely.
- Bullies will be helped to change their behaviour thorough the use of existing disciplinary sanctions. These will be applied only with the view to improving the behaviour of those responsible and to show the schools commitment to its policy against bullying.
- If persistent bullying incidents occur over a short period of time then this may initiate an exclusion from the school for a fixed period of time, followed if necessary by a permanent exclusion

9. Preventing Bullying

We aim to prevent bullying by:

- Creating a strong ethos in school which promotes tolerance and respect for difference and diversity
- Providing safe play areas that are organised therefore minimising hazards or aggravation between groups of children
- Providing stimulating activities for children through our active lunch program
- Encouraging children and parents to talk though their problems, listening to their concerns and acting on these appropriately and fairly
- Prompt and thorough investigations of reported incidents
- Following and adhering to the schools behaviour policy
- Encouraging children to report incidents to an adult rather than hitting back themselves
- Teaching children through SMSC development within assemblies and PSHE lessons the importance of kindness and how to deal with anger
- Providing provision for follow up sessions with victims and the bullies themselves
- Ensuring children know who to approach if an incident occurs
- Establishing school rules that are displayed and communicated widely to children and parents
- Providing a 'chatter box' in each class for children to raise any issues or concerns

10. Involvement of Pupils

We will:

- Ensure that we regularly give children opportunities to share their views on the extent and nature of bullying.

- Ensure that they understand the school's approach and are clear about the part they play in preventing bullying. This includes how they can express their worries or concerns around bullying and how the consequences of bullying.
- Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

11. Involvement and Liaison with Parents and Carers

We will:

- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

12. Monitoring and Review

The school will annually review its policy to ensure that it is current with the schools needs and requirements. The school will continue to regularly monitor and evaluate the procedures outlined in this policy to ensure they are effective.

13. Infant Statement of Bullying

Bullying is being unkind to other children several times on purpose

- You must be kind and helpful to other children
- You must always help children who are upset
- You must only say kind things about other children's mums and dads or family members
- You must tell an adult straight away if someone is being hit or if someone is calling them names.
- If you are being bullied you must always tell an adult.

14. Junior Statement of Bullying

Bullying is being deliberately thoughtless and unkind to another person several time on purpose

- You must always tell the teacher on duty or the midday assistants if someone makes personal comments of a hurtful nature about another person or if someone is hitting another child.
- You must always see what you can do - help a person who is upset or hurt.
- You must tell the teacher on duty or the midday assistant if someone is upset or hurt
- You must always show sympathy and support to someone who has been bullied.

- If you feel you are being bullied or if you know someone who is being bullied you must always tell an adult – your teacher, a midday assistant, the safeguarding team or another trusted adult.

Reviewed: Ashley Witherington
Date: September 2024