



## COCKWOOD PRIMARY SCHOOL

### **ANTI-BULLYING POLICY**

#### **BACKGROUND INFORMATION**

Cockwood Primary School is a small academy and part of the Ivy Education Trust. The school presently has 95 children on roll. In each year there are a number of children identified with Special Educational Needs. The school is situated in a small village, with a large proportion of pupils travelling from the Dawlish area. We have an active PFA, which involves itself mostly in fund-raising and supporting the children and teachers within the school.

#### **POLICY FORMATION AND CONSULTATION PROCESS**

A working party of governors, parents/carers, staff and pupils met in April 2017 to discuss amendments needed to the existing school policy. The Behaviour Policy was also reviewed and updated. These policies have been reviewed annually following regular consultations with different stakeholders, the most recent being a pupil consultation in June 2021.

#### **LEGAL REQUIREMENTS**

There are a number of statutory obligations on schools with regard to behaviour, which establish clear responsibilities to respond to bullying.

#### **The Education and Inspections Act 2006**

In particular section 89 of the Education and Inspections Act 2006:

- Provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents;
- Gives Headteachers the ability to discipline pupils for poor behaviour that occurs even when the pupil is not on school premises or under the lawful control of school staff.

#### **The Equality Act 2010**

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- Eliminate 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.

Schools are required to comply with the new Equality Duty.

### **Safeguarding children and young people**

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 child is suffering, or is likely to suffer, significant harm'.

### **Criminal law**

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

### **Definition of bullying**

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms. The four main types of bullying are:

- PHYSICAL –hitting, kicking, theft.
- VERBAL – name-calling, remarks.
- INDIRECT – spreading rumours, excluding someone from social groups.
- CYBER-BULLYING – Inappropriate internet, e-mail or text messages.

### **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 persistent, done several times on purpose.

Children sometimes fall out and say things because they are upset. When occasional problems arise, although unkind, it is not deemed bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank.

## **AIMS AND OBJECTIVES OF THE SCHOOL ANTI-BULLYING POLICY**

The aim of this Anti-Bullying policy is to ensure that the pupils at Cockwood Primary School learn happily and successfully in a supportive, caring and safe environment without fear of being bullied. We believe it is important that all issues of bullying are openly addressed and resolved in order that pupils may fully benefit from the opportunities available in the school. Bullying is anti-social behaviour and can affect everyone; it is unacceptable and will not be tolerated. The staff at Cockwood School appreciate we are not immune from the various forms of bullying and are, therefore,

active in our efforts to prevent such patterns of aggressive behaviour. For many years an effective anti-bullying programme has been conducted and this policy statement seeks to bring together and strengthen strategies, procedures and resources. It is within the context of the school's vision and values that this Anti - Bullying Policy is set.

Within Cockwood Primary School we want:

- All children to feel safe, play and enjoy the company of others
- All children and adults to be treated fairly, with respect and dignity
- All adults to feel safe and happy in the workplace
- Everyone to listen carefully to what children and adults have to say

The school will aim to ensure that:

- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is and know what the school policy is
- Pupils and parents will be assured that they will be supported if bullying is reported
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies will be used throughout the school to reduce opportunities for bullying to occur
- Create an emotionally safe and caring environment where positive relationships can develop
- Closely work with outside agencies to support all pupils in feeling safe and supported in school

Other school policies, which have relevance to the Anti-Bullying Policy, are:

- Attendance
- Behaviour
- Child Protection and Safeguarding
- Code of Conduct
- E- Safety
- Equality and Diversity Principles
- Health and Safety
- PSHE
- Relationships and Sex Education (RSE)
- Special Educational Needs and Disability (SEND)

## **INDIVIDUAL RESPONSIBILITIES**

All members of the school community have a key role in promoting, implementing and supporting the Anti-Bullying Policy of Cockwood 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.

### **Strategies in school for the prevention and reduction in bullying incidents**

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

- Each class agreeing their own set of class rules
- Making National Anti-Bullying Week a high profile event each year
- Raising awareness through assemblies, PSHE lessons, circle time discussions etc
- Setting up circle of friends networks to support individual children experiencing problems and help them to deal with bullying situations
- Use drama and role play activities to help children be more assertive
- Introducing playground improvements and initiatives; play leader training for Yr 5 and 6 pupils
- Buddy systems for younger pupils
- Use a range of praise and reward systems to embed positivity within the school ethos
- Involve parents and the wider community
- Multi-Agency work - work with social care, Open Minds, police etc
- Governor surveys/visits annually to ascertain views of the children
- Annual parent and staff survey

#### **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
- Work collaboratively with all relevant members of the school community, developing positive partnerships with parents/carers

#### **Pupils should:**

- Report all incidents of bullying (if a child is being bullied or if they know about another pupil who is being bullied – TELL SOMEONE)
- Follow the school's code of conduct
- Avoid inappropriate behaviour which might be considered as bullying
- Be respectful and supportive to others

#### **Parents/carers 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 school administrator to arrange an appointment with the child's class teacher to discuss concerns
- Cooperate 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

## **MORAL AND VALUES FRAMEWORK**

The school believes that all staff and children have the right to feel safe and secure in the school environment. The school encourages the following values:

- Respect for self;
- Respect for others;
- Responsibility for their own actions;
- Responsibility for their family, friends, school and wider community.

## **EQUAL OPPORTUNITIES**

This school is committed to working towards equal opportunities in all aspects of school life. All resources used will support this commitment.

## **CONTENT**

The anti-bullying education programme will:

- Provide information that is relevant and appropriate to the age and developmental stage of the children.
- Develop skills of assertiveness, communication and effective dialogue in relationships, enabling children to deal with conflict and feelings e.g. anger.
- Encourage the exploration and clarification of values and attitudes, rights and responsibilities.
- Foster self-esteem, positive self-image and confidence.

Health topics and themes will be revisited taking into account the children's stage of development and the curriculum concept. The content of the anti-bullying education programme is based primarily on the 1Decision resources. The school works with the CAP Team (Child Assault Prevention) on a regular basis, to help equip children with the skills to keep themselves safe and will also invite other agencies and visitors into the school to enhance this aspect of their education.

Topics will include:

Key Stage 1:

- Awareness of different forms of bullying
- Personal strategies to resist unwanted behaviour

Key Stage 2:

- Recognise, discuss and understand the nature of bullying and the harm that can result from it

- Understanding how to keep safe

Bullying education is a thread which runs through many of the PSHE topics covered for all pupils. These include:

- Keeping/Staying Safe
- Keeping/Staying Healthy
- Growing and Changing
- Being Responsible
- Feelings and Emotions
- Computer Safety
- The Working World
- A World Without Judgement

## **ORGANISATION**

Anti-bullying education will be coordinated by the PSHE Coordinator in close cooperation with the Head of School.

## **SPECIFIC ISSUES**

### **Confidentiality**

Children will be made aware that some information cannot be held confidential and that their best interests will be maintained.

### **Disclosure or suspicion of possible abuse**

Cockwood Primary School has a Child Protection policy and procedures for dealing with child abuse based on the Local Authority guidelines and recommendations. This policy is available on request.

### **Complaints procedures**

Any complaints about the anti-bullying procedures or programme should be made to the Executive Headteacher who will report to governors.

### **Disciplinary procedures**

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- Attempts will be made to resolve the situation quickly
- Reports will be taken seriously
- Steps will be taken to ensure the child feels safe and secure
- All children involved in the incident (child bullied, perpetrator/s and witnesses) will be interviewed
- Parents/carers will be informed
- Incidents and actions taken will be recorded in the school bullying record book and on the LA Bullying and Prejudice Related Incident form.

- The completed form will be returned to the LA at:  
[reducingbullyinginschools@babcockinternational.co.uk](mailto:reducingbullyinginschools@babcockinternational.co.uk)

### **Incidents outside school**

Section 89(5) of the Education and Inspections Act 2006 gives headteachers the power to regulate pupils' conduct (including bullying incidents) when they are not on school premises. Where bullying outside school is reported to school staff these incidents will be investigated and acted on. Parents/carers will be informed as will the police if the head teacher deems it appropriate.

### **Monitoring procedures**

Records will be kept of all reported bullying incidents on CPOMS by the Head of School and Executive Headteacher including details of the age and gender of the children involved, the nature of the incident and actions taken. This will be closely monitored by the Executive Headteacher.

## **MONITORING AND REVIEW OF THE POLICY AND PROGRAMME**

Possible success indicators, which will indicate the effectiveness of the policy and programme, will include:

- Fewer reports of bullying
- More pupils reporting that they feel safe in school
- More pupils feeling that there is less bullying in school
- More staff responding to bullying behaviour
- Positive feedback from parents/carers

An annual report will be made by the Head of School and Executive Headteacher to the governors and parents will be updated regularly about behaviour and bullying issues, and how the school responds to these.

## **DISSEMINATION OF THE POLICY**

All staff members and governors will receive a copy of this policy. The policy will be attached to the school website under 'Policies'. A short summary of this policy will be included in the school prospectus.

## **REVIEW OF THE POLICY**

Signature of Headteacher and Chair of Governors

\_\_\_\_\_  
Executive Headteacher

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Chair of Governors

The policy will be reviewed in June 2023