

# Coulsdon C of E Primary School



## Anti-Bullying Policy

**The ethos of this school is to enable every child to learn and develop in a Christian environment. We ask all parents of whatever faith applying for a place here to recognise and support this ethos and its importance to the school.**

*Together, growing in mind, body & Spirit*

# Coulsdon Church of England Primary School

## Anti- Bullying Policy

Coulsdon C of E Primary School aims to provide an environment where pupils learn Christian Values which help them to learn how to treat others in a fair and kind manner.

Coulsdon C of E Primary School is committed to safeguarding and promoting the welfare of all its pupils. Everyone at Coulsdon C of E Primary School has a right to learn, to be respected and to be safe. The Governors expect all staff volunteers and parents to share this commitment by demonstrating their understanding of how each individual adult has an active part to play in protecting children from harm and promoting their welfare.

Our School is an equal opportunities employer. It is the policy and practice of the Governing Body to ensure that all individuals associated with our school are treated fairly, regardless of the race, nationality, ethnic origin, gender, sexual orientation, marital status, religious belief, age or disability (see Equality Policy).

Bullying is a behaviour which is anti-social and will not be tolerated at our school. Although not at all common in this school, bullying behaviour does occur very occasionally and is dealt with promptly.

The purpose of this policy is to provide guidance on the school's approach to bullying, so that all concerned can maintain a consistent approach that minimises the problem.

### Definition

The term 'bullying' is often misunderstood. The school defines bullying as:-

**Deliberate, persistent, unprovoked, verbal, emotional or physical abuse of another person or persons by an individual or group of people.**

Though a single incident may not constitute bullying, it may be one of a series of incidents perpetrated on a number of people by a bully. A bully can abuse more than one victim.

Bullying can take the form of:-

- Teasing, verbal taunts, name calling. This can be of a racist, anti-gender, homophobic, anti-disability and anti-religious nature or based on the child's appearance and interests.
- Continual/excessive unwarranted or invalid criticism, nit-picking, fault-finding, threats or menaces, being shouted at and being humiliated.
- Intimidation of others to make them turn children against other children.
- Real or threatened infliction of physical, verbal, written, electronically transmitted, or emotional abuse.
- Social isolation, exclusion from the group, being singled out and treated differently.
- Spreading lies and rumours about another child.
- Theft or hiding of possessions.
- Making someone feel uncomfortable or scared.
- Cyber bullying (refer to separate Anti Cyber bullying policy).

**Bullying affects the happiness, work and self-esteem of the victim(s).**

## **Guidance**

The guidance set out below should be read in conjunction with other related school policies (Behaviour and Discipline, Child Protection, Anti Cyber-Bullying, Equality).

## **The School**

- All staff will help children to understand the nature of bullying and to tell the difference between bullying and normal playground squabbling.
- All staff will show disapproval of any form of bullying which is morally wrong, anti-social or dangerous.
- All staff will take firm action to prevent one child affecting the happiness, work and self esteem of another.
- All staff will be alert to potentially troublesome situations and take steps to prevent them.
- All staff will intervene at an early stage to prevent matters getting out of hand. If a bully (or group) is identified, the Head Teacher will be informed of the situation, and sanctions will be applied in accordance with the discipline and behaviour policy. All incidents of bullying will be recorded in the Incident Book (held in the Head Teachers office)
- All Staff must maintain a climate in which children can tell, and be sure that adults will listen.

In extreme cases, action may include exclusion from school, in order to protect the wellbeing and safety of other pupils.

The Head Teacher or other senior member of staff will contact the parents of all pupils involved, and meet with them as soon as possible to discuss the situation. Support and reassurance will be given to the child who has been bullied. If necessary, counselling/ongoing support will be arranged. Following sanctions, support will also be given to the child who has been using bullying behaviour, in order to modify behaviour and help integration with peers. The school will keep in close contact with all parents/carers concerned during the process.

The Head Teacher will report any incidents of bullying to the Safeguarding Governor.

## **The Child**

- All pupils must know that they may not engage in behaviour which affects the happiness, work and self-esteem of another child, whether inside the classroom or outside.
- All pupils must learn the nature of bullying and understand the difference between bullying and normal childhood squabbling.
- All pupils must realise that bullying behaviour will attract strong sanctions.
- All pupils must help to prevent bullying. Children who know that bullying is taking place must tell an appropriate adult, and procedures outlined in the 'Behaviour and Discipline' Policy will be followed.

## **The Parents**

We ask parents to work in partnership with the school, supporting our policy and practice on the prevention of bullying in particular;

- Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying should contact their child's class

teacher immediately. If they are not satisfied with the response, they should contact the HT. If they remain dissatisfied, they should follow the school's complaints procedure. Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

**The Governors**

- The governors support the HT in all attempts to eliminate bullying.
- The governors will monitor the school's adherence to this policy and associated procedures through the Head Teacher's regular reports to the Governing Body.

Signed: .....  
On behalf of the Governing Body

Date: .....