

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 and spirit

Reviewed January 2025

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.

We are very proud of the fact that bullying at Coulsdon Church of England Primary School is a rare occurrence. We believe that this is as a result of the school's ethos which encourages the children to care for and respect each other. We have created an atmosphere where children feel that they can speak to each other and to adults openly, with the confidence that they will be listened to.

Nevertheless, we recognise that bullying is a serious issue which deserves the full attention and concern of all the adults within the school community. The following policy outlines our approach.

What is bullying?

If we are to deal with the issue of bullying effectively, then it is necessary to have agreement on what actually constitutes bullying.

For the purposes of the Policy, Coulsdon defines bullying behaviour as

Several

Times

On

Purpose

We appreciate that there can be times whereby children do not appear to 'get along' with one another. Where possible, we will try to work with both parties to support building relationships. For the behaviour to be deemed as bullying, there needs to be an ongoing element to this; it is not something that can happen once and then take place several months later after a period of calm between both parties.

School staff (as opposed to parents) are best placed to make the decision as to whether bullying behaviour is evident after reviewing all of the information provided, as they are not emotionally involved in the situation.

Bullying can take many forms including but not limited to:

Physical - hitting, kicking, taking belongings;

Verbal - name-calling, insulting, racist remarks;

Indirect - spreading unkind stories about someone, excluding someone from social groups, cyber bullying (using the internet, mobile phones or social media).

Low-level group misbehaviour - This causes distress and escalation of unacceptable behaviour

We recognise that in very young children whilst learning socially acceptable boundaries they may on occasion exhibit some of this behaviour, often without deliberate intent and awareness of the consequences. Such occurrences may not constitute bullying. In these cases the school's normal disciplinary procedures will be applied.

There may also be times where children can fall out with one another and both may become embroiled in an argument between one another. Whilst unfortunate, if both members are involved in this conflict situation, it would not constitute bullying. We will always try to support the children in resolving these differences in opinion, seeking a peaceful resolution.

What steps do we take to prevent bullying?

There are a range of ongoing activities which help to prevent bullying. They include:

- praising and recognising co-operative behaviour;
- having anti-bullying lessons embedded into our RSE scheme of work;
- use of class stories with the theme of bullying;
- active adult supervision during break times and lunch times;
- providing a range of equipment for use in the playground;
- use of 'circle time' where children are encouraged to share and explore their concerns with other pupils;
- ensure all adults within the school environment embrace a listening culture where children's concerns are taken seriously;

- talking about our policy and encouraging children to speak out.;
- encouraging inclusiveness at all times;
- having access to a child-friendly anti-bullying booklet (created by the pupils);
- use of class “worry box”.

What happens when a bullying incident is reported?

All incidents occurring whilst children are the responsibility of the school should be reported to the class teacher.

A report of suspected bullying will be made on CPOMS and SLT will be alerted if there is a recurring pattern of unwanted behaviour towards an individual or group over a sustained period of time or where ANY allegation of bullying is made so that this can be investigated.

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

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.

How does the school investigate incidents of bullying within school?

Once bullying is reported, a member of the leadership team will consider the concerns raised on the Bullying Incident Form and review information on CPOMS. In order to get a clear understanding of the situation the member of staff will need to investigate the matter which may include but is not limited to:

- Speaking to each of the children involved.
- Speaking with other children who may have witnessed the behaviour.
- Carrying out an observation of the pupils in question. This may be during lesson time or at play or lunch times depending on where the behaviour seems to be occurring.
- Taking into consideration any concerns that may have been written in the worry box.

- Speaking to the child's class teacher or previous class teacher to get their thoughts on the situation. This will need to be recorded on CPOMS.
- Speaking to the child's parents to ascertain their views.

Once the member of the leadership has investigated the matter, they will decide as to whether they believe bullying behaviour to be present. This will be communicated to those concerned.

What happens when an incident of bullying is confirmed?

In such cases our practice will be as follows:

1. Headteacher talks to victim(s) - listens to their concerns and worries in a supportive, non-threatening manner - will normally suggest that a meeting with the perpetrator(s) might help.
2. Headteacher talks to perpetrator(s) in a non-confrontational manner - discusses the incident attempts to discover the reasons / motives - impresses on the perpetrator(s) the thoughts and feelings of the victim (in a manner which does not further threaten the victim) providing strategies for the perpetrator(s) to help change behaviour.
3. Headteacher meets with both the victim and perpetrator (if both willing) to try and find a way forwards and to put a stop to any further episodes of bullying behaviour.
4. Headteacher informs the class teacher, other involved adults, (and occasionally other children), of outcomes.
5. Meet with staff / pupils involved (where necessary) to review the situation - discuss any further issues. This would happen ideally within a two-week period.
6. Monitor as necessary, keeping a record of any behaviour on CPOMS.

What sanctions are appropriate for an incident of bullying?

In light of the approach outlined above additional sanctions may not be helpful; however, in certain severe cases, the following sanctions can and will be applied:

- Completion of reflective behaviour sheet;
- Written letter of apology to victim/s

- Exclusion from lunch times;
- Individual supervision at break times / lunch times;
- Temporary exclusion from school and, in the most extreme cases, permanent exclusion.

Parental involvement

Parents will be kept informed of the investigation arising from the allegations and any subsequent action that the school may take to prevent a further occurrence.