



ANTI-BULLYING POLICY

Alderman Cogan's is a Voluntary Aided, Church of England Primary Academy offering a comprehensive Christian primary education to families in East Hull.

The School is a caring community built on Christian values and beliefs, which permeate all aspects of school life. The curriculum, including the National Curriculum, is presented within a Christian world view. Such a world view gives perspective and meaning to all learning at Alderman Cogan's.

We seek to foster the God given talents and gifts amongst children, staff and governors for the service of each other, the school, the wider community and the Glory of God. Our aim is that all children reach their full potential, not just academically, but also spiritually, physically, socially, and aesthetically.

This is the context in which this policy is written.

This policy was reviewed in the Autumn Term 2019 and will be reviewed in the Autumn Term of 2020.

ANTI-BULLYING POLICY

The aims of our anti-bullying policy is to ensure that all staff, parents, carers and governors:

- have a clear understanding of what bullying is and is not
- know what to do if they suspect incidents of bullying and that this will be taken seriously
- know that we deal with incidents of bullying fairly and promptly
- know that appropriate support will be given to the individuals being bullied and the bully
- feel safe within our school environment

STATUTORY DUTY OF SCHOOLS

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

WHAT BULLYING IS NOT.

Bullying is not when equally matched children are involved in arguments and disagreements where both parties are at fault and where a fall-out has resulted.

In such cases, children will always be helped to resolve these issues and the relationship be reconciled but it will not be classed as bullying.

WHAT IS BULLYING?

Bullying is defined by the Department of Health, Department for Education and Employment, Home Office and National Assembly for Wales in the Governmental Guidance on Working Together to Safeguard Children as,

“deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those bullied, or who are powerless, to defend themselves.”

Bullying can take many forms, but all cause stress and have an emotional impact. There are three basic ingredients in all bullying behaviour:

An imbalance of power - bullies are often bigger or stronger, have greater verbal ability than their target and may be more popular with their peers.

An intent to do harm - there is no doubt that the actions are meant to emotionally or physically hurt the targeted child.

A threat of further acts of aggression - the bully makes it clear that this will happen again or get worse if reported.

And if the bullying is not stopped, the initial **fear** of the bully turns into **terror**. At this point, the bullied child may feel so powerless and afraid that he/she will be unable to fight back or get help.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera / video facilities. App misuse i.e. TikTok and other games in which children can communicate with each other

The damage inflicted by bullying can be frequently underestimated. At an extreme, significant harm (including self-harm) may take place.

POSSIBLE SIGNS OF BULLYING

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should always investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning

- begins to do poorly in school work
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has tuck shop or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children, siblings or pets
- stops eating lunch or meals at home
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received
- attempts or threatens suicide or runs away
- shows symptoms of self-harm (marking themselves or pulling their hair out)

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should ALWAYS be investigated even if no complaint has been made.

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Bullying hurts physically and /or emotionally. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need support to learn different ways of behaving and know that bullying will not be tolerated in our school.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

PROCEDURE WHEN BULLYING IS SUSPECTED OR REPORTED.

The following steps will be taken when dealing with incidents:

- All reported or suspected incidents of bullying will be dealt with by a member of Pupil & Family Support Team
- A clear account of concerns will be recorded including the date, names of all who are allegedly involved and will be logged on CPOMS and shared with relevant members of the staff team.

- Children involved will be spoken to individually to investigate all allegations made and collect evidence.
- The parents/carers of individual children found to be bullying others OR have been bullied will be contacted and informed of actions taken in school.
- Support will be given to children who have been bullied.
- Consequences will be given to bullies.
- Support will be given to bullies to change their behaviour.
- The details of any support given will be personalised in response to individual children and their needs.
- CPOMS will be used to keep all relevant members of the staff team updated.
- The staff team will remain vigilant.

CHILDREN

Children who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Children who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- withdrawal of playtimes
- daily report
- referral to outside agencies
- Internal exclusion

- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion.

PARENTS OF CHILDREN WHO HAVE BEEN BULLIED OR WHOSE CHILD HAS BEEN BULLYING:

- will be offered advice and support in school
- may be referred to outside supporting agencies.

TOWARDS PREVENTION:

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHCE, class discussions, worship time and subject areas, as appropriate, in an attempt to eradicate such behaviour.

To help children to prevent bullying all children at the school are involved in:

- daily emotional check-ins
- signing a home-school agreement that includes ethos and behaviour
- writing stories or poems or drawing pictures about the effects of bullying
- reading stories about bullying or having them read to a class or worship
- having discussions about bullying and why it matters
- having worships based around our Christian Values of Friendship, Trust and Peace
- we have an internet safety policy that is included in the welcome pack given to all parents new to the school. Parents and children sign a promise about internet safety rules

In addition:

- each classroom will have a “worry box” where children can privately report anything that is troubling them concerning themselves or other people. Class teachers or support staff will check the box at least weekly and respond to concerns discretely and sensitively. Occasionally these messages may be anonymous e.g. “Please talk to / keep an eye on Paul Johnson. We think he is being bullied by Brenda Taylor and her gang.” The Pupil & Family Support Team can be involved if required.
- we have an active school council who have agreed to promote anti-bullying by modelling good behaviour, being vigilant whilst around the school and by reporting any suspicions.

- there is an additional central worry box near the offices area. This box is checked by the headteacher and / or the deputy head.

MONITORING, EVALUATION AND REVIEW

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0300 011 5142
KIDSCAPE Parents Advice Line (Mon-Wed, 9:30-2:30)	020 7823 5430
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying UK	www.bullying.co.uk
Kidscape website	www.kidscape.org.uk

for further support, links and advice.

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