



Alderman Cogan's

CHURCH OF ENGLAND
PRIMARY ACADEMY

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 worldview. 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 policy is based upon three rights for everyone involved in our school:

1. THE RIGHT TO BE SAFE AND FEEL SAFE
2. THE RIGHT TO LEARN
3. THE RIGHT TO BE TREATED WITH RESPECT

These rights help us maintain a happy, respectful atmosphere and a safe environment for everybody in our school; it will help us promote fairness and equality at all times and reflects the strong Christian ethos of our schools. As a Church of England School we are committed to enabling every person to flourish and live [out 'life in all its fullness'](#).

["Remember the Lord in everything you do, and he will show you the right way"](#)
[Proverbs 2,3](#)

We want our children to grow in wisdom; to cultivate a wide-ranging knowledge that will help broaden life chances; to develop the spiritual, intellectual and emotional resources they need to live a good life; and to develop the character to live well together in community, whilst preparing them for the opportunities, responsibilities and experiences of future life. 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 2021 and will be reviewed in the Autumn Term of 2022.

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

ANTI-BULLYING RATIONALE

Children are entitled to a childhood that is free from fear and uncertainty. We are committed to taking an active role in helping children who have problems, either physical, mental or emotional. The interest and safety of the child will always be paramount. Our Christian values are Peace, Trust and Friendship. These values are explored through daily school life, collective worship and opportunities for reflection. They are vital to fostering the 'family' atmospheres of our schools where every child is supported to achieve their very best in every way possible. The absolute value of each and every child drives our determination that every child has; the right to feel safe and be safe, the right to learn, and the right to be treated with respect.

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.

School statement on bullying

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

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 the WEB 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, restore relationships through intensive Restorative Practice Intervention.
- 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 (For more in depth detail, please refer to the school's Positive Behaviour Policy)

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 via Restorative Intervention
- discovering why the pupil became involved
- establishing the wrong doing and need to change and be reminded of:

The school's Golden Rule

"So in everything, do to others what you would have them do to you, for this sums up the Law and the Prophets."

- 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 via the WEB team
- may be referred to outside supporting agencies.

TOWARDS PREVENTION:

- We promote the caring Christian ethos of our school in assemblies and daily collective worship through values such as friendship and love;
- We take discussion opportunities offered through storybooks and bible stories;
- Worship Squad Leaders read Bible stories to younger children to promote our Christian Values of Peace, Trust and Friendship.
- Staff provide positive role models;
- We encourage cooperative behaviour as outlined in our Behaviour Policy i.e. rewarding positive behaviour, giving jobs of responsibility and a weekly "Celebrations and Achievements Praise" worship.

- Daily Restorative Practice Circle check ins and the delivery of our PSHCE curriculum helps to equip children with the social skills needed to deal with difficult situations;
- In the Autumn Term we will use the JIGSAW/SEAL resources to promote an anti bullying week.
- We motivate positive peer pressure so that pupils can take an active stand against bullying behaviour. i.e. not allowing a peer to be deliberately left out, not laughing when someone is being bullied, telling a member of staff, telling the bully to stop in an attempt to eradicate such behaviour.
- signing a home-school agreement that includes ethos and behaviour
- 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 WEB team have an open door policy for all children
- we have active school council leaders who have agreed to promote anti-bullying by modelling good behaviour, being restorative, 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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