



Anti-Bullying Policy

Reviewed by:	Pastoral Committee
Date:	01/02/2024
Next review date:	01/02/2025

Introduction

All children have the right to be safe from bullying, harm and abuse. At Canonbury we will ensure that those vulnerable to bullying are supported and looked after. Our school aims to offer a positive, supportive and safe learning environment for our community, in which everyone has an equal right to be treated with dignity and respect. Bullying of any kind is unacceptable. If bullying does occur, all pupils and adults should be able to tell and know that incidents will be dealt with promptly and effectively.

Aims

The aim of this policy is to ensure that all governors, teaching and non-teaching staff, pupils, volunteers and parents:

- have an understanding of what bullying is
- know what the school policy is on bullying and what they should do if bullying arises
- know that as a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported
- know that bullying will not be tolerated

What Is Bullying?

Bullying is defined by the Anti-Bullying Alliance as:

‘The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online’

Bullying behaviour can be:

Physical - pushing, poking, kicking, hitting, biting, pinching etc.

Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.

Emotional - isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion

Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.

Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion

Indirect - Can include the exploitation of individuals.

Children and young people may be bullied for any reason; because of the way they look, because of their religion, their age, because of learning or physical disability, where they live, their family, their social class or their achievement.

Canonbury challenges all forms of prejudice and prejudice-based bullying, which stand in the way of fulfilling our commitment to inclusion and equality - including racism, identity based bullying, homophobic, biphobic and transphobic prejudices.

Online bullying

Online bullying is treated like any other form of bullying. Canonbury is aware of the dangers the internet can pose and the significant component technology can have in many safeguarding and wellbeing issues.

Where appropriate, the Child Protection, Behaviour and Online Safety policies will be used alongside the Anti Bullying Policy to manage incidents of online bullying.

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 a one-off trick or joke is played on someone.

It is bullying if it is done several times on purpose.

Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to manage friendship breakdowns or unkind incidents. Learning how to manage these situations and how to develop skills to repair relationships are key to children development and skills for further life and repairing relationships. Therefore, although we ensure that all children are supported through this process it is not classified as bullying.

Anti-Bullying

At Canonbury we aim to prevent bullying behaviour from happening including via online sources, by teaching children to recognise different forms of bullying and the effects these have; teaching strategies for prevention; and by identifying effective procedures for dealing with incidents, and making these clear to children, parents and staff. The school's anti-bullying procedures are monitored and reviewed regularly, as are the number and nature of any incidents. In the case of online bullying, disciplinary sanctions may be imposed even in relation to conduct which takes place outside school premises.

We will:

- Ensure that the whole school understands what bullying means, what bullying behaviour is
- Make clear that a zero tolerance approach to bullying is in place in school
- Encourage children to report incidents without feeling they are telling tales
- Stress the role of the bystander – the person who can intervene and help the situation. We encourage the bystander to get involved as opposed to watching and colluding with any bullying they witness
- Take incidents seriously, investigating and if necessary, acting upon them quickly and fairly

- Have a behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom
- Reward positive behaviour and relationships as outlined in our behaviour policy and through the classroom behaviour system, achievement assemblies
- Provide opportunities to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities. This will be through whole school events such as Anti-bullying week and through key stage assemblies and PSHE/ teaching
- Develop children's own resilience through a PSHE and The Canonbury Curriculum. This may involve exploring feelings through role play and viewing bullying situations from differing points of view..
- Provide a structured, well-staffed playground environment with a variety of activities/equipment for pupils to play with during school breaks

Children's views

We consult with our pupils to find out how they feel and what issues are worrying them. The School Council was consulted in the review of this policy. Here are some their comments

'Bullying is very rare. Telling the teacher made it stop.'

'I told a teacher about bullying and it stopped.'

'My view is that I don't think many people get bullied. If they do, a teacher sorts it out.'

'It isn't necessarily bullying that happens but children argue and a few days later they are friends.'

Reporting bullying

All members of the Canonbury community have a duty and responsibility to report bullying, whether they witness it, know of it or suffer from it. Bullying concerns should be reported to school in the first instance.

There are a number of ways bullying can be reported:

- Worry Boxes in every classroom, which can be used to report concerns anonymously to a teacher
- Concerns can be passed onto any member of staff. All members of staff have a duty of care to ensure the anti-bullying policy is adhered to when a report is made
- Regular circle time for each class can be used as a forum for raising concerns

Procedures:

Stage 1 actions:

- Respond sensitively to the parent or child reporting
- Listen to the concern and clarify any information shared using the 'structured conversation' approach (*Whole Staff Training, Educational Psychology service, Spring 2023*)
- Use Fact finding to gather information with a complete record reported on the Child Protection Online Management System (CPOMS), as soon as possible, including the Deputy Headteachers in the alert
- Refer to and respond to the behaviour using related school policies where appropriate, for example Behaviour, Online Safety and Safeguarding policies
- Intervention and support in the first instance is through the class teacher. If the allegation is of a serious nature, then the teacher will consult with the Deputy Head, Inclusion, who may deem it necessary to move to stage 2 immediately
- Children may be brought together if necessary and appropriate to discuss the concern and the solution strategy
- Share information and action required with key school staff for all of the children involved – class teachers, key stage coordinators, SLT and playground staff
- Inform parents of incidents and actions where allegations are substantiated
- Enter a complete record of conversations and actions on CPOMS and copy to the Deputy Headteachers

Stage 2 actions include:

- Report the incident to the Deputy Headteachers
- The Deputy Headteacher, Inclusion, will ensure that
 - an appropriate response is made to the report, including speaking to all involved, carrying out further fact-finding where required, and contacting relevant parents
 - action is taken and shared with parents both verbally and in writing
 - all conversations and actions are recorded on CPOMS
- Restorative approaches are used where and when appropriate to achieve resolutions and achieve acceptable outcomes for all
- An intervention programme may be set up for individuals, with key monitoring targets
- Development of self-esteem or social intervention work may be introduced where necessary
- Continued check ins and support from a key adult will take place when needed
- The Deputy Head will follow up incidents to ensure that bullying has not started again and progress is being made: two weeks after report and the following half term

The school takes the needs of those vulnerable to bullying seriously and support is offered for as long as the child feels the need.

Stage 3 actions include:

- Meeting for children and parents with the Headteacher to discuss resolution, targets, next steps and sanctions.

Consequences of Bullying

- Canonbury's staff are available to ensure those vulnerable to bullying are supported in rebuilding their confidence.
- Support for the perpetrator may include emotional regulation, circle of friends, liaising with parents or referrals to outside agencies (Wellbeing service, Bright Start, CAMHS).
- Punishing the perpetrator does not end bullying. At Canonbury Primary School we emphasise that it is the bullying behaviour, rather than the person doing the bullying, that is not acceptable
- The perpetrator will be encouraged to understand how their actions have caused distress and anxiety
- Actions, consequences or sanctions, where appropriate, will be in line with the school's behaviour policy; this may involve: verbal rule reminder, removal of privileges, senior teacher involvement, internal/external exclusion (at the discretion of the Headteacher), in some cases reporting to the police or social services
- We will ensure all actions are fully communicated to the relevant parties and recorded using school record-keeping procedures

Monitoring and Review

Canonbury's Anti-Bullying Policy is in-line with Local Authority and DfE Guidelines.

The number of bullying incidents are monitored each term by the Deputy Headteacher, Inclusion and reported to the Headteacher and governors

- Canonbury's Anti Bullying policy supports other policies such as our Behaviour Policy, Online safety and Child Protection Policy

Further Guidance for Children:

- Be kind
- If you see someone being bullied- help them or tell an adult
- If you are being bullied TELL SOMEONE! Talk to a trusted adult
- Use the class Worry Box
- Speak to your teacher
- Write it down or draw a picture if it helps you explain
- If it does not stop – tell the teacher again

Further Guidance for Parents:

If your child tells you they are being bullied:

- Listen to your child
- Tell your child that bullying exists and it's not their fault
- Check all the facts
 - is it bullying or friendship problems, which may resolve naturally?
- Talk about possible strategies for your child to use
 - try the websites listed at the end of the policy
- Encourage your child to tell a teacher, or a key member of staff
- If the situation is serious, contact the class teacher yourself

Help from Outside Agencies:

You may find the following websites useful:-

- www.bullying.co.uk
- www.childline.co.uk
- www.kidscape.org.uk
- www.anti-bullyingalliance.org.uk
- www.NSPCC.org.uk

You may find the following telephone numbers useful:-

- Bullying policy Advisory Centre for Education (ACE) 0808 800 5793
- Children's Legal Centre 0845 345 4345
- KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
- Family Lives 0808 800 2222
- Youth Access 020 8772 9900