



Excellence, Respect, Friendship

CAWSTON GRANGE PRIMARY SCHOOL

Anti-Bullying Policy

Date: February 2025

Review Date: February 2026

At Cawston Grange Primary School, we recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils. In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advances equality of opportunity between people who share a protected characteristic and people who do not share it
- Fosters good relations between people who share a protected characteristic and people who do not share it

This policy is closely linked with our Behaviour Management Policy, our Safeguarding and Child Protection Policy, our School Code of Conduct and the School's Vision, Aims and Values. Our anti-bullying policy also links with our RSE/PSHE and Computing (E-safety) curriculum and annual protective behaviours programme.

Aims

Cawston Grange Primary School is committed to providing a school environment where bullying behaviour is regarded as unacceptable and where every child feels valued as an individual. Through the steps outlined in this policy, we aim to:

- Create an ethos in which attending school is a positive experience for all members of the school community
- Make it clear that all forms of bullying are unacceptable at school
- Enable everyone to feel safe while at school and create an environment where pupils feel able to report incidences of bullying
- Deal effectively with bullying
- Support and protect victims of bullying and ensure they are listened to
- Help and support anyone who exhibits bullying behaviour to change their attitudes as well as their behaviour and understand why it needs to change
- Liaise with parents and other appropriate members of the school community
- Ensure all members of the school community feel responsible for combating bullying

Definition of Bullying

At Cawston Grange we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE/RSE lessons. We use the simple acronym **STOP** to define bullying – “**Several Times, On Purpose**”.

We agree that:

- Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally
- Bullying usually happens when the relationship is imbalanced
- It could be prejudice-based or discriminatory (such as racist, homophobic, transphobic or targeting vulnerable individuals or those with protected characteristics)
- Bullying can occur face to face or online (referred to as cyber, online or virtual bullying)
- Bullying can only be stopped when everyone speaks out

Signs of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruises, scratches or cuts; missing or damaged belongings, clothes or schoolwork; loss of appetite, stomach aches, headaches, bedwetting
- Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression
- Behavioural: asking to be taken to school, refusing to go to school or trancy, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties

Preventing Bullying

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as Peace Circle sessions and PSHE/RSE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness. E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the school's website. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied. Each classroom has a 'thoughts and feelings' box in which messages can be written anonymously and passed on to teachers if children are worried about speaking out. Our school rules, to 'work hard and be kind', are reinforced by staff and through regular reminders of expected conduct, bullying should be significantly reduced.

Our Behaviour Management Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour and promote positive behaviour.

Responding to Bullying

In response to any bullying concern, staff will:

1. Listen to the disclosure and record the concern
2. Establish the facts through investigation
3. Respond to findings with support and/or sanctions as required
4. Monitor the situation for recurrence
5. Inform parents of the outcome of the investigation and steps taken to address the issue

All cases of alleged bullying should be recorded on the school IRIS system and reported to the Headteacher/Deputy Headteacher who will decide which member of staff is best placed to respond. The member of staff assigned to investigate should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the Headteacher/Deputy Headteacher will be informed and an appropriate and proportionate response will be agreed, in line with the Behaviour Management policy. Staff will seek to use a restorative approach with the perpetrator(s) and victim(s) together. The consequences of their actions on the victim(s) should fully explained to the perpetrator(s). Both parties should be clear that a repeat of these behaviours will not be acceptable. All bullying incidents and actions taken to address them must be recorded and parents of both parties should be informed.

If the situation does not improve, the Headteacher (or senior leader) will meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which are shared with the pupils involved. Any further incidents will lead to intervention in line with the school's behaviour management policy; this could include further monitoring, support and sanctions as deemed necessary. Any necessary action will be taken until the bullying has stopped.

Frequently, allegations of bullying can be mutual, with two parties feeling that they are each being bullied by the other. In these instances, the views of both parties will be recorded and a reminder of expected conduct will be given to all involved. A period of monitoring will take place where the school seek to establish the cause of the issues and whether there is evidence that bullying is happening, in which case the response will be as stated above and in line with the school's behaviour management policy. Parents will be kept informed of any further incidents throughout the monitoring period.

Pupils in school have limited access to electronic devices and all messaging and online usage is monitored, for this reason online/virtual bullying is more likely to happen when pupils are outside school. Where the school are made aware of online/virtual bullying, this will be handled in the same way as any bullying report. In addition to the usual response, an e-safety reminder will be sent to all parents in the year group about the need to regularly monitor pupils' conduct online. Year group staff will plan additional E-safety lessons and, where appropriate, whole school assemblies or outside agencies will be utilised to remind pupils of safe online behaviours.

Our school recognises that any victim of bullying may require support in the short and long term. The school's mental health lead will be made aware of any reports of bullying in order to signpost children to appropriate support. A child displaying bullying behaviour is also in need of support to understand the cause of their behaviour; interventions such as support with social interactions and/or wellbeing support will be offered as appropriate.

Listening to Children

It is important that children trust that they will be listened to when discussing or disclosing any potential incidents of bullying. We expect all of our staff to:

- Listen to the child
- Take them seriously
- Show empathy
- Let the child know it's not their fault
- Avoid stereotypes or assumptions
- Reassure them they were right to tell you
- Follow the agreed procedure for reporting concerns
- Act on the disclosure in accordance with our Anti-Bullying and Behaviour Management policies

Guidance for Parents

Every parent wants their child to be safe and happy in school and it can be difficult to know how to react when your child reports that there is a problem. The following advice is offered, parents may also wish to refer to the Parent Code of Conduct.

If your child has been bullied or reports that they know bullying is happening in school:

- Calmly talk with your child about his/her experiences
- Be aware of your emotional reaction and the impact this may have on your child
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened
- Reassure your child that he/she has done the right thing to tell you about the bullying
- Encourage your child to speak out - explain to your child that should any further incidents occur he/she should report them to a teacher immediately
- Make an appointment to see your child's teacher either directly in the playground or through the School Office
- Explain to the teacher the problems your child is experiencing

When talking with teachers about bullying:

- Try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved
- Make a note of what action the school intends to take
- Ask if there is anything you can do to help your child or the school
- Stay in touch with the school and let them know if things improve as well as if problems continue

If your child is bullying others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Show your child how he/she can join in with other children without bullying
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others
- Regularly check with your child how things are going at school
- Give your child lots of praise and encouragement when he/she is cooperative or kind to other people

Further Information and Advice

Linked policies are available on our school website [here](#)

Childline

Telephone number 0800 1111 (Open 24 hours a day)

For children who are deaf or hard of hearing textphone service 0800 400222

NSPCC

Telephone number 0808 800 5000

A registered charity dedicated to stopping cruelty to children

Kidscape

Telephone number 020 7730 3300

(Bullying councillor available Monday - Friday 10.00am-4.00pm)