

# Cabot Primary School

Learn together, respect each other, achieve forever

## Anti – Bullying Policy

Adopted: January 2023

Review Date	Details	Owned by/linked to
January 2026		School

## Cabot Primary School

This policy has been developed and implemented in consultation with the whole school community including pupils, parents, staff, governors and partner agencies.

### **SIGNATURES**

**PSHE leader**

S Carter

**Anti bullying Coordinator**

O Turnbull

**Headteacher**

F Llewelyn-Hodgson

## **Contents**

Front page	2
What is bullying?	4
Why are we against bullying	4
Types of bullying	5
Signs and symptoms of bullying	6
Why is it important to respond to bullying?	7
Pathways of help	8
Recording and Support agencies	9
Incident Form	10

### **The School's Statement of Intent**

The aim of the staff at Cabot Primary School is to create an environment where young people can be supported in addressing their educational, emotional, spiritual and social needs and strive towards their full potential. All forms of bullying interfere with achieving this aim. Therefore, such behaviour will not be tolerated. Staff will be proactive in their use of the strategies and systems in place to prevent and address bullying at all levels while providing opportunities for change for those who are bullying and those who are bullied.

The Behaviour Policy complies with the Equality Act (EA) 2010 which outlaws less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, religion and belief, race, sex and sexual orientation (the protected characteristics). In particular it has due regard to the need to eliminate

discrimination, harassment, victimisation and other prohibited conduct; advance equality of opportunity; and foster good relations between those who share a protected characteristic and those who do not.

### **What is bullying?**

Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.

Bullying is repeated over time.

Bullying makes those being bullied feel powerless to defend themselves.

It is important to note anyone can experience any form of bullying, whether they identify as having a particular disability, ethnicity, sexual orientation, gender identity or not . ie misuse of terms relating to such characteristics as insults is also identified as bullying.

### **Why are we against bullying?**

'Every Child Matters' .....because:

- everyone has the right to feel welcome, secure and happy
- we treat others as we would like to be treated
- if bullying happens it will be dealt with quickly and effectively
- it is important to tell someone, (any adult)

**Bullying of any kind is unacceptable at our school.**



### **What types of bullying are there?**

- Emotional (eg. being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse Mobile threats by text messaging and calls.) See Online Safety Policy  
Misuse of associated technology ie: camera and video facilities including those on mobile phones
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- 
- Homophobic or biphobic (because of perceived, actual or the issue of sexual orientation)
- Transphobic (because of perceived, actual or the issue of gender identity)

### **Where can bullying happen?**

At Cabot Primary School we understand that this can happen anywhere and everywhere, including:

- In the classroom.
- On the playground.
- In corridors, toilets, teaching spaces, the ICT suite and other communal areas
- On the way to and from the school.
- On the internet and mobile phones.

### **How does bullying make victims feel?**

We recognise that anyone can be bullied and anyone can be a bully. Children being bullied have to cope with a range of feelings:

- They can feel scared and their hearts beat faster.
- They can feel sick in their stomachs.
- They can feel worried in their heads.
- They can ache because their bodies are tense.
- They might not be able to sleep at night.

*It should be recognised that 'bully' and 'victim' are labels that describe behaviour and not the whole person. These behaviours are learned and so can be unlearned.*

### **What are the signs and symptoms of bullying?**

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route
- Asks to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour.

### **How can we prevent Bullying?**

We are a committed anti-bullying school. We do not tolerate bullying in any form and we have systems in place to support this:

- We raise awareness of bullying and therefore anti-bullying issues through assemblies.
- The curriculum – Circle time and PSHE
- Anti-bullying week.
- Anti-bullying Policy available to staff, children, parents and governors.
- Senior staff members responsible for Child Protection.
- The appointment of a dedicated full-time learning mentor.
- Staff take the time and space to deal with any issues of a bullying nature.
- Staff will work with families to support good behaviour

## **Why is it important to respond to bullying?**

### **Bullying Hurts!**

Everybody has the right to be treated with respect.

Everybody has the right to feel happy and safe.

No-one deserves to be a victim of bullying.

Bullies need to learn different ways of behaving.

**Our school will respond promptly and effectively to reported incidents of bullying**

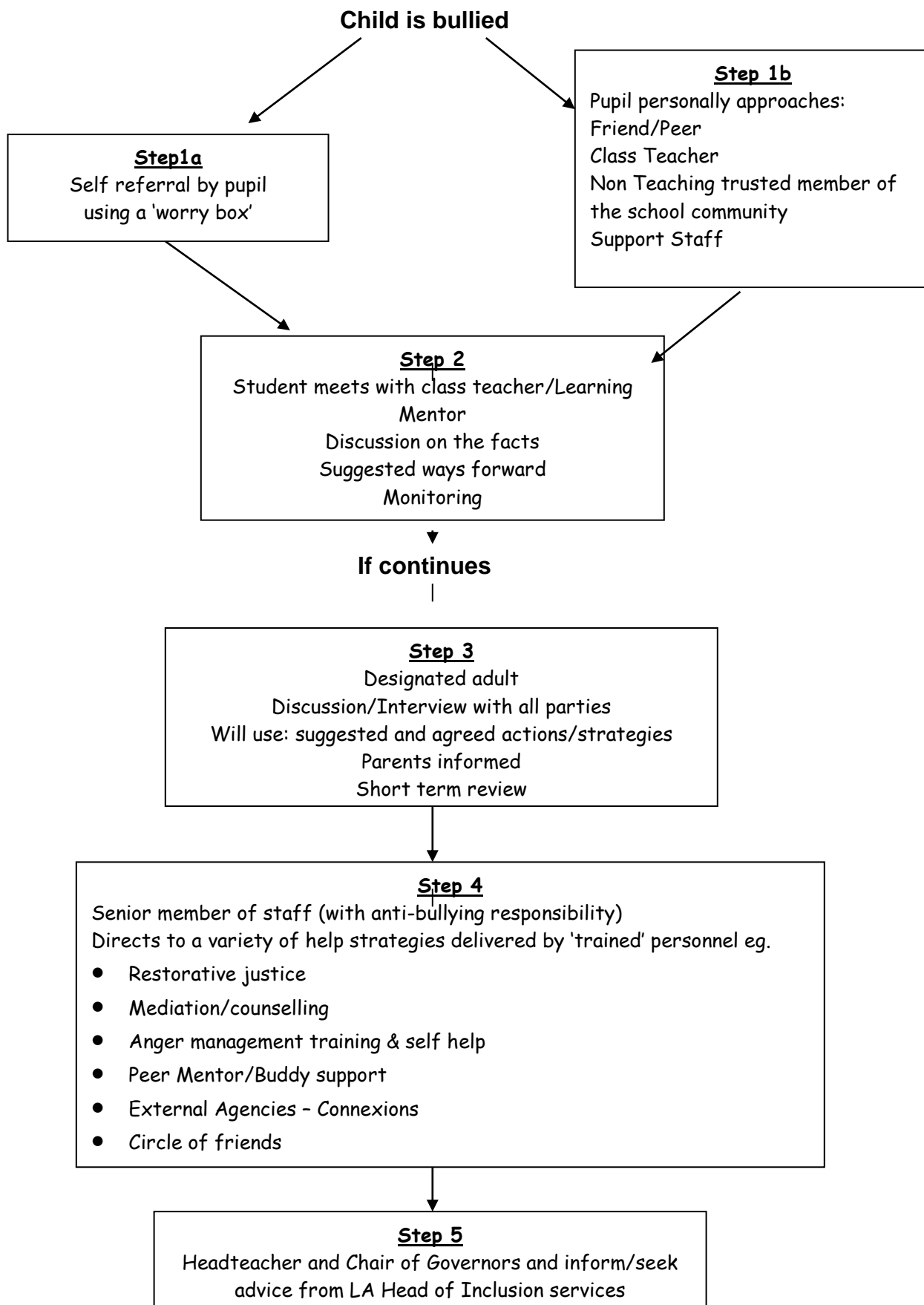
### **Responses to Bullying**

Pathways of help – next page

# RECOMMENDED PROCEDURES IN SCHOOL FOR REPORTING BULLYING

## PATHWAYS OF HELP

(All schools will have their own referral procedures)





## **Recording**

Bullying incidents are recorded on CPOMS or on a serious incident form (see appendices) by the member of staff who deals with the incident and this is then stored by the Head teacher. The information stored will be used to ensure individual incidents are followed up. It will be used to identify trends and inform preventative work in school and development of the policy.

GDPR will be adhered to at all times. In accordance with this guidance, if necessary, CPOMS logs of bullying incidents can be shared with relevant professionals.

## **Support Agencies**

**AntiBullying Alliance**      **A National organisation with advice of current good good practice**  
**[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)**

**Childline**                      Get help and advice about a wide range of issues.  
 0800 1111  
[www.childline.org.uk](http://www.childline.org.uk)

**Kidsmart**                      Learn about the internet and being a SMART surfer.  
[www.kidsmart.org.uk](http://www.kidsmart.org.uk)

**Stonewall**                      Organisation for the campaigning for equality of LGBT people across Britain.  
[www.stonewall.org.uk](http://www.stonewall.org.uk)

**Bullying**                      Advice for parents  
[www.bullying.co.uk](http://www.bullying.co.uk)

**NSPCC**                      Help and advice for parents  
[www.nspcc.org.uk](http://www.nspcc.org.uk)

**Barnardo's**                      [www.barnardos.org.uk](http://www.barnardos.org.uk)

## Discriminatory/Bullying Behaviour Incident Form

Date:

Reported by:

Time:

Location:

HBT: Disablist/SEN: Racist: Gender prejudice: Other: 

Details of people involved:

People(s) involved	Bystander(s)	Witness

Account of Incident:

Pass completed form to a member of SLT

## Discriminatory/Bullying Behaviour Action Form

**Actions:**

Person(s) involved:	:	Parent Informed: YES/NO
Person(s) involved:		Parent Informed: YES/NO
Preventative Measures/Support:		
Review Date:		
Any follow up required (eg. Refer to ABC; staff training; whole school action):		

## Policy links

[School Behaviour Policy](#)

[School Safeguarding Policy](#)

[Online Safety Policy](#)

[Pupil's Anti-bullying Leaflet](#)