



## CROWLEES CE (C) J & I SCHOOL

### POLICY ON BULLYING

“It is the basic entitlement of all children and young people in the United Kingdom that they receive their education free from humiliation, oppression and abuse. Education is compulsory in our society, and therefore it is the responsibility of all adults to ensure that it takes place in an atmosphere which is caring and protective”

~ Bullying - a Positive Response - Cardiff C/HE 1990

We at Crowlees School believe that a bully is someone who knowingly and persistently threatens, hurts and frightens others.

Bullying can take the form of:

- Physical assault
- Verbal assault
- Intimidation (intent)
- Extortion
- Emotional assault

It is ‘Bullying’ when one or more of these actions are repeated over a period of time with the same person, whether victim or bully.

#### **Overall Aim**

We recognise the need to ensure that all children in our care do not become victims or bullies. We endeavour to prevent and to always deal with bullying if it occurs.

#### Strategies to Combat Bullying

1. Raise awareness of bullying (through the curriculum) and teach social skills in a conscious and systematic way.
2. Raise awareness by addressing bullying through assemblies (at least termly).
3. Raise awareness by PHSE & Citizenship being part of every child’s entitlement and being woven into the basic curriculum.
4. Ensure that all staff (teaching, non-teaching, lunchtime supervisors, etc) are aware of our anti-bullying procedures.
5. All pupils have access to the child counsellor in school – Mrs Bridget Garbutt. . Alternatively, the child is at liberty to speak to any member of staff that they would feel comfortable talking to.

## **Action Against Bullying**

- It is essential that separate incidents are judged to be either a bullying incident, simply a disagreement between otherwise friends, or a 'one off' loss of temper or misunderstanding.
- All incidents of bullying are recorded on our online CPOMS system. Further action is taken accordingly. If appropriate, counselling sessions for the victim and the bully are offered.
- Teachers will work with bullies and use ways to reward non-aggressive behaviour. Parents are also involved in order to change their child's behaviour to conform with the school ethos. It is made clear to parents of victims and bullies what action we are taking, why and what they can do to reinforce and support our actions.

*All staff are therefore asked to encourage the children in the following:*

1. To be aware of what bullying is
2. To be assertive, not aggressive
3. To report incidents of bullying they experience or witness
4. To be aware that something will be done

*Staff are also asked to do the following:*

1. Be aware of changes in children's behaviour
2. Record and monitor any incidents in the 'Bullying Book'
3. Regularly remind children of how to deal with bullying
4. Liaise with the 'Counsellors' if the victims or bullies are in your class or care
5. Encourage parents to report any incidents or changes of behaviour in their child.

**The general guidelines are therefore:**

1. All incidents are recorded in the appropriate way
2. Incidents are discussed if necessary at Staff Meetings
3. Immediate comfort for the victim (if appropriate)
4. Inform the bully (calmly) that the behaviour is not acceptable
5. Counselling sessions for the victim and bully from appropriate person(s)
6. Inform parents

## **Review**

The Headteacher and staff will review this policy within the school's development plan as an area of major or minor focus each year.

Reviewed September 2020