



ANTI-BULLYING POLICY

At CSM we are committed to providing a warm, caring and safe environment for all our students so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously.

Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and students who are bullying others need to learn different ways of behaving.

Aims and Objectives of this Policy

The aim of the Anti-Bullying policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- All teaching and non-teaching staff, students and parents/guardians will have an understanding of what bullying is
- All teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported
- All students and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs
- Students and parents/guardians will be assured that they will be supported when bullying is reported
- Whole school initiatives (staff training, celebration assemblies, anti-bullying week etc.) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons etc.) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied

What is bullying?

The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual unwanted physical contact or sexually abusive or sexist comments
- Homophobic because of/ or focusing on the issue of sexuality
- Social, Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones and/ or posting inappropriate messages on social media sites



- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

What can you do if you are being bullied?

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

The children were all asked this question and we have included some of their strategies in the list below:

- Tell someone you can trust – it can be a teacher, a teaching assistant, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and give the note to a teacher.
- When you tell an adult about the bullying, give them as many facts as you can (What? Who? Where? When? Why? How?).
- Never be afraid to do something about it.

What can you do if you see someone else being bullied? (*The role of the bystander*)

There are ways you can help without putting yourself in danger. As a bystander:

- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and give the note to a teacher.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at CSM. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff and school Principal
2. Staff will make sure the victim(s) is and feels safe
3. Appropriate advice will be given to help the victim(s)
4. Staff will listen and speak to all children involved about the incident separately
5. The problem will be identified and possible solutions suggested
6. Staff will attempt to adopt a problem-solving approach which will move students on from them having to justify their behaviour
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying
8. Staff will reinforce to the bully that their behaviour is unacceptable
9. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (Behaviour Policy)
10. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour
11. In cases of serious bullying, the incidents will be recorded by staff on the standard Incident Report Sheet. All reports will be kept in school office folders.



12. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem
13. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
14. Bullying incidents will be discussed regularly at staff meetings

Consequences

Refer to **Behaviour Policy** for possible sanctions that may be applied

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies are applied throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

- Instilling the School's core values in our daily pedagogy (Responsibility, Perseverance, Respect, Integrity)
- Each class agreeing on their own set of class rules
- Making national anti-bullying week a high-profile event each year
- Awareness raising through regular anti-bullying assemblies
- Regular PSHE (Personal, Social & Health Education) lessons discussing bullying themes
- Children being read stories about bullying
- Prominently displaying anti-bullying posters produced by the children around the school
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising regular anti-bullying training for all staff

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Following an annual review any amendments will be made to the policy and everyone informed.

Anti-Bullying Policy

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