

# Cavendish Community Primary School

## Anti - Bullying Policy 2024-2027



Our mission: to create BRILLIANT citizens

**Our vision, our values and our rights underpin all of our policies and the education that we deliver. Article 3 of the UN Convention on the Rights of the Child states that: The best interests of the child must be a top priority in all decisions that affect children. This policy has been created to keep the children at Cavendish Community Primary School safe and happy, igniting in them a life-long love of learning and helping them in becoming BRILLIANT citizens.**

*This policy was reviewed in November 2024.*

## Statement of Intent

This policy has been developed and implemented in consultation with the whole school community including the Rights Respecting School Councillors and the School Safety Protectors. It was written with reference to the Equality Act 2010.

The Cavendish golden values of EQUALITY, KINDNESS, RESPECT, POSITIVITY, RESPONSIBILITY & COURAGE promote co-operative behaviours and reject bullying behaviours. Tackling bullying MATTERS and our anti-bullying pledge states that...

RESPECT matters  
KINDNESS matters  
EQUALITY matters  
BELONGING matters  
UNDERSTANDING our DIFFERENCES matters  
STANDING UP for our rights matters  
EVERYONE matters

Our fundamental aim, which is led by our school Safety Protectors, is always about...KEEPING SAFE & BEING HAPPY.

**Bullying or any child on child abuse of any kind is unacceptable and will not be tolerated. Our school will respond promptly and effectively to reported incidents of bullying. We will do everything in our power to ensure that our children feel safe and happy to come to Cavendish free from fear.**

## The Rights of the Child

The UN Convention on the Rights of the Child protects children's right to an education and life free from bullying. As a Rights Respecting School, we will make this clear in any conversations we have about bullying. Bullying and any other forms of intimidation will **not** be tolerated.

The Children's Rights charter informs the values we aim to reflect and develop within our school. Linking the Rights Respecting School principles to the shared values of our school family has developed a strong, positive and inclusive ethos, which all our children and families can share in.

The children's rights relating to this policy are:



## Definition of bullying

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

In Cavendish Community Primary School, our definition of bullying is:

***“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”***

*Definition of bullying by the Anti-Bullying Alliance*



## **Our Aims**

- To ensure that all feel safe and free from bullying and intimidation.
- To build an ethos where learners feel safe, free from threat and intimidation.
- To promote good relationships where all are treated well and where learners care for each other.
- To act promptly and effectively at the first sign of bullying.
- To encourage learners and parents to report any attempted bullying and to have systems in place which makes this simple.
- To protect and reassure any victims of bullying.
- To have effective strategies and sanctions to deter bullying and to have successful restorative approaches in place to educate bullies.
- To make this a happy school that is free from bullying.

In our school community:

- Everybody has the right to be treated with respect and dignity.
- Everybody has the right to feel happy and safe.
- Pupils who bully need to learn different ways of behaving.

## **Types of bullying behaviour**

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Discriminatory behaviour (under the protected characteristics of the Equality Act 2010 – race & ethnicity, gender & gender identity, disability, sexual orientation, religion/beliefs & age).

## **STRATEGIES to prevent and address bullying**

- We will use our values-based behaviour policy to reinforce this policy as well as effectively promote good behaviour so that there is an ethos where bullying is unacceptable.
- The school's stance on bullying will be clearly communicated through the child friendly version of this policy and the anti-bullying pledge.
- Staff involved will be expected to be vigilant and to effectively intervene if any bullying is observed or reported.
- Children will be encouraged to report bullying and when they do so they will be listened to and taken seriously.
- Every allegation of bullying will be investigated, followed up and recorded on CPOMS.
- Any victim of bullying will be well-protected immediately and in the future.
- In the first instance, allegations or observations of bullying will be reported to and initially addressed by the class teacher who may involve parents/carers if this is considered appropriate. The situation will then be monitored and any problems that remain and cause concern will be reported to SLT (senior leadership team), who will take further action and speak to the parents/carers of the victim and the perpetrator to gain the necessary support. Serious incidents of bullying should be referred directly to the Headteacher/Deputy Headteacher.
- Curriculum time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends, as help **is** available.
- Learners and their parents will be made aware of this policy.
- The parents of all concerned will be informed and involved in any reported incident and will be expected to support this school policy.

- Worry boxes will be available in every classroom for children to report bullying confidentially.
- Using assemblies and PSHE learning to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school. Diversity is valued and everyone is included in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Work with both parties to find solutions. Identify the most effective way of preventing re-occurrence and any consequences.
- Raising awareness of online bullying through regular e-safety lessons.
- Focussed work with individuals and groups of pupils where required to support understanding and development of social skills e.g. Wellbeing group or 1:1 sessions with the Behaviour & Wellbeing Mentor, Drawing & Talking therapeutic programme

### Reporting bullying

In our school children are encouraged to talk to staff when they are unhappy or have concerns. Children in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Peers or peer mentors (e.g. Playleaders, Councillors, Safety Protectors)
- The 'worry box' in their classroom

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

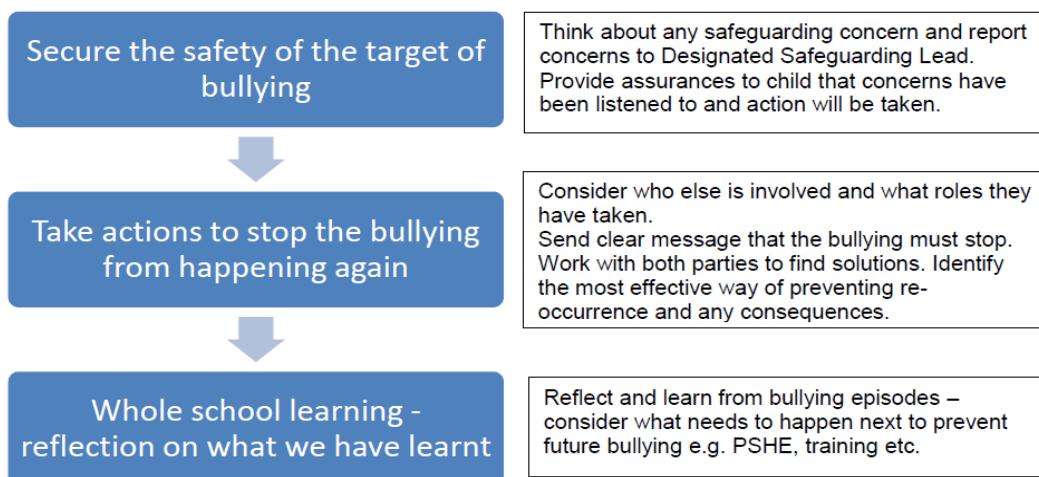
Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher / tutor.

When children report their concerns, our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

### Responding to Bullying

We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis we give children the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires, Safety Protectors meetings and School Rights Respecting Council meetings. All staff are required to record incidents (included reported incidents) on CPOMS, which is monitored by the safeguarding team.



### **Procedures for parents:**

- If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the senior leadership team.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with a member of the senior leadership team.
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately they should follow the schools complaints policy.

All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity and respect at all times. This includes both face-to-face contact and online.

### **EXPECTED OUTCOMES**

This school will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated, where children are confident that they will be protected, and where all will treat others as they themselves would expect to be treated.

### **Referenced and linked policies**

Values Based Behaviour Policy

Anti-Bullying Policy [child version]

Cavendish Anti-Bullying Pledge

Cavendish Kindness Commitment

Safeguarding & Child Protection Policy

Acceptable use of Technology Policy

Equalities Scheme

Mental Health & Wellbeing – school's approach and strategies

## APPENDICES

### The Cavendish Anti-Bullying Pledge

At Cavendish, every child has the right to feel **SAFE** and **HAPPY**.

We stand together against bullying by knowing and understanding that...

**RESPECT** matters

**KINDNESS** matters

**EQUALITY** matters

**BELONGING** matters

**UNDERSTANDING** our **DIFFERENCES** matters

**STANDING UP** for our rights matters

**EVERYONE** matters

We are all responsible for standing up for what is right. As friends and allies we...



Speak out against hate and bullying.



Listen respectfully to others.



Look out for everyone.



Show understanding and empathy to others.



Take action and make a change.

### Children's Rights



### Cavendish Golden Values



## **Cavendish Kindness Commitment**

At Cavendish we believe EVERYONE deserves KINDNESS. This is what kindness means to us:

Kindness is a super power  
Kindness is a key to friendship and a ticket to paradise  
Kindness is more valuable than money  
Kindness is happy when others have done well  
Kindness appreciates everyone's individuality  
Kindness brings and holds people together  
Kindness stands up for others  
Kindness can be as small as one word, or as large as a full heart  
Kindness can be a hug, a smile, or an encouraging word  
Kindness can be the best part of someone else's day  
Kindness can be the light in someone's darkness

### **ANTI-BULLYING Strategies**

Strategies to combat bullying outside of the PSHE curriculum may include, but are not limited to:

#### **Restorative Conversations**

In conjunction with our behaviour policy and approach, where possible, children involved in bullying should be supported in having a restorative conversation, so that the bullying child can understand the impact their behaviour is having on the bullied child.

#### **Befriending**

Befriending involves assigning selected pupil volunteers to be with and befriend pupils who are being bullied or having difficulties because they are new to the school or upset by an event outside school, eg a family bereavement.

The objective is to give the befriended pupil someone to talk to and to help them feel more positive about themselves.

#### **Circle of friends**

A small number of pupils volunteer to form a circle of friends for a vulnerable pupil to help improve the pupil's level of inclusion and acceptance and to increase insight into his or her feelings and behaviour.

#### **Social Skills/ Self-Esteem Support**

Where a bullying child is having difficulty resolving conflict or maintaining friendships, they may need support in developing their social skills, communication skills or their own self-esteem in order to help them avoid relying on bullying behaviours.

#### **Mediation by adults**

Trained members of staff can help establish ground rules between pupils who are being bullied and the pupils who are doing the bullying to help them co-exist in school.

#### **Peer support – Play Leaders**

The Year 6 Playleaders' role is to promote wellbeing on the playground; helping children with disagreements, encouraging children to play together and noticing children who may be unhappy or lonely. The Play Leaders duty bearers are the Behaviour & Wellbeing Mentor and lunchtime staff.