



Anti-Bullying Policy

1. Policy Statement

At Le Cateau Community Primary School, we are committed to creating a safe, inclusive, and supportive environment for all pupils. Bullying of any kind is unacceptable and will not be tolerated. We aim to ensure that every pupil feels valued, respected, and able to thrive academically and socially.

2. Definition of Bullying

Bullying is defined as repeated aggressive behaviour that is intentional and involves an imbalance of power or strength. It can take various forms, including:

- **Physical Bullying:** Hitting, kicking, or any form of physical aggression.
- **Verbal Bullying:** Name-calling, teasing, or making threats.
- **Social Bullying:** Excluding someone from a group, spreading rumours, or damaging someone's reputation.
- **Cyberbullying:** Using digital platforms to harass, threaten, or embarrass someone.

3. Aims of the Policy

- To prevent bullying in all its forms.
- To promote a culture of respect and kindness among pupils.
- To provide a clear framework for reporting and addressing bullying incidents.
- To educate pupils about the impact of bullying and the importance of empathy and support.

4. Roles and Responsibilities

4.1 Staff Responsibilities

- **All Staff:** All staff members are responsible for fostering a positive school culture and should be vigilant in identifying and addressing bullying behaviour.
- **Designated Safeguarding Lead (DSL):** The DSL will oversee the implementation of this policy and ensure that all incidents of bullying are recorded and addressed appropriately.
- **Teachers:** Teachers will incorporate anti-bullying education into the curriculum and provide a safe space for pupils to discuss their concerns.

4.2 Pupil Responsibilities

- Pupils are encouraged to report any incidents of bullying they witness or experience, either directly to a teacher or through designated reporting channels.
- Pupils should support their peers and promote a culture of kindness and respect.

4.3 Parent/Guardian Responsibilities

- Parents and guardians should be aware of the school's anti-bullying policy and encourage their children to report any bullying incidents.
- Parents are encouraged to communicate with the school if they suspect their child is being bullied or is involved in bullying behaviour.

5. Reporting Procedures

- **Immediate Reporting:** Pupils should report bullying incidents to a trusted adult or teacher as soon as they occur.
- **Confidential Reporting:** Pupils can use a confidential reporting system (e.g., message via Seesaw, written note to trusted adult) for those who may feel uncomfortable speaking directly.
- **Documentation:** All reported incidents will be documented by staff and reviewed by the Headteacher/Deputy Head/SENDCO/DSLs.

6. Response Procedures

- **Investigation:** All reports of bullying will be taken seriously and investigated promptly. The Head/Deputy/SENDCO/DSLs will gather information from all parties involved.
- **Support for Victims:** Support will be provided to the victim, including counselling and strategies to cope with the situation.
- **Consequences for Bullying:** Appropriate disciplinary actions will be taken against the perpetrator, which may include a warning, parental involvement, or referral to external support services.

7. Prevention Strategies

Bullying in school is everybody's problem. Silence and secrecy nurture bullying. All staff, parents and children must be aware that bullying exists and the shared commitment to combat bullying will enable the school to become a happier place for everybody. All parents, pupils and staff need to be very clear about the school's policy and procedures on bullying.

- **Education:** Regular anti-bullying workshops and lessons will be integrated into the curriculum to educate pupils about the effects of bullying and the importance of empathy.
- **Positive Reinforcement:** The school will promote positive behaviour through rewards and recognition programmes.
- **Peer Support Programmes:** Establishing buddy systems or peer mentoring to foster supportive relationships among pupils.

Supervision of key areas/time in school

All staff must be alert and observant at all times both inside and outside the classroom e.g. playground, the hall, corridors, and toilet areas.

The lunch time period is a time when pupils are most at risk and could be exposed to bullying. Midday Supervisory Assistants must communicate with class teachers to ensure that all children feel safe and secure. The member of staff to whom it was referred or who has witnessed it must report every incident via CPOMS.

At break times (playground, moving around the building etc.) all staff must be vigilant.

8. Outside Agencies

The school liaises with external support agencies (Early Help, Ed Psych and Targeted Provision). This may involve consultation with the Educational Psychologist and Social Care.

We continually work alongside and have a healthy relationship between the school and the Police. Initiatives include discussions on 'Stranger Danger', 'Just Say No', 'Keeping Safe', and a Resistance Education Programme for Year 6 pupils. Regular visits to the school are undertaken and support is provided during anti-bullying week and an annual well-being day. This support is continual and aimed at all year groups.

We are a member of the North Yorkshire Healthy School Scheme and this also emphasises the principles outlined above. This area is overseen by specific members of staff who work closely with the LA to ensure all forms of bullying, harassment and discrimination are eliminated as well as planning and delivering an annual Anti-bullying week during the Autumn Term.

The school uses information presented via the Growing Up In North Yorkshire survey for Y2 and Y6 on a two year cycle. The school also gains an insight into the pupil's feelings and understanding of bullying on a yearly cycle through pupil questionnaires and discussions with Senior Leaders and the Governing Body.

9. Monitoring and Review

This policy will be reviewed annually to ensure its effectiveness and relevance. Feedback from pupils, staff, and parents will be considered in the review process.

10. Conclusion

Le Cateau Community Primary School is dedicated to ensuring that every pupil feels safe and supported. By working together, we can create an environment where bullying is not tolerated, and every pupil has the opportunity to shine.

Sources:

- DfE National Minimum Standards for Boarding Schools
- Behaviour in Schools: Non-statutory Guidance (September 2022)
- Le Cateau Behaviour Policy
- SEND Policy
- Child Protection Policy

Policy adopted by Governing Body and implemented: October 2013

Reviewed and updated: September 2024

Next review: September 2026

Lead member: Ian Mottram, Ali Cafferty