



COLMAN FEDERATION ANTI-BULLYING POLICY

Date agreed by *Governors*: May 2023
Review Date: May 2024

Our Vision:

Challenge and Enjoyment

At Colman Federation, children are part of a supportive and inclusive community which helps them to develop into the best version of themselves - both educationally and for life.

They're inspired to develop a love of learning whilst feeling safe and supported to try new things. They're given the skills and values to succeed which they can take with them beyond the school gates.

Colman Federation takes pride in nurturing every child to reach their potential.

What is bullying?

Colman Federation's definition of bullying is as follows:

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can include:

Physical, verbal, emotional, sexist, racial, homophobic, disablist, online bullying.

The aim of our anti-bullying policy

- To assist in creating an ethos in which attending Colman Federation is a positive experience for all members of our community.
- To make it clear that all forms of bullying are unacceptable at our schools.
- To enable everyone to feel safe whilst at our schools and encourage children to report incidents of bullying.
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of our community feel responsible for helping to reduce bullying.

Practice and Procedures

What we do to prevent bullying

Everyone involved in the life of the federation must take responsibility for promoting a common anti-bullying approach. All stakeholders can prevent bullying in the following ways:

- Be supportive of each other.
- Be positive role models.
- Celebrate diversity.
- Convey a clear understanding that we disapprove of unacceptable behaviour.
- Be clear that we all follow the behaviour policy of Colman Federation.
- Be fully involved in the development of the anti-bullying policy and support anti-bullying practice.
- Support each other in the implementation of this policy.

- Report any incidents of bullying.

Staff responsibilities:

- Provide children with a framework of behaviour including rules which support the whole school policy.
- Raise awareness of bullying through activities, assemblies, stories, role-play, discussion, peer support, school council, PSHE etc.
- Through the Executive Headteacher, keep the governing body well-informed about behaviour management issues.
- Provide a key staff member who is responsible for the monitoring of the policy.

Pupils responsibilities:

- Report any incidents of bullying to a member of staff, whether directed at themselves or at somebody else.
- Take responsibility for personal behaviour and actions and treat one another with respect and kindness.
- With the help of staff and parents/carers, create a positive working atmosphere within school where bullying is regarded as unacceptable, difference is celebrated and discrimination is actively challenged.
- Respond to requests for information, opinions and suggestions to help improve the anti-bullying work of the school.

Parents/carers responsibilities:

- Demonstrate positive support for the Federation's anti-bullying and behaviour policies.
- Model appropriate behaviour at all times within the school grounds.
- Report to the Federation any concerns regarding pupils involved in bullying.
- Support work undertaken by the school to promote equalities, celebrate difference and challenge discrimination.

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.
- Identify one governor to lead on anti-bullying within school leadership.

Through the development and implementation of this policy, Colman Federation trusts that all children, young people, parent/carers and staff will:

- Feel confident that everything is being done to make our schools safe and secure environments.
- Know who can be contacted if they have concerns about bullying.
- Feel supported in reporting incidents of bullying.
- Be reassured that action regarding bullying will take place.

Reacting to a specific incident

Recording

All incidents, either in or out of class, will be recorded by the school according to the Behaviour Policy. Mrs Wright (Interim Executive Headteacher), Mrs Morley (Deputy Headteacher at Colman Infant), or Mrs Cracknell (Deputy Headteacher at Colman Junior) will take responsibility for ensuring that the incident is properly recorded on the federation's behaviour tracking systems and that the record is updated as necessary throughout an investigation. Parents of all children involved will be informed what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

Dealing with an incident

Whenever a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved. The school community needs to be made aware that when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has been taken.

We expect to support all involved by:

- Talking the incident through with all parties involved.
- Supporting the person who has been bullied to express their feelings.
- Supporting the person displaying the bullying behaviour to express their feelings
- Discussing which rule(s) have been broken.
- Discussing strategies for making amends.

Measures will be in line with the federation's behaviour policy, and may include:

- Explanation of why the inappropriate behaviour is unacceptable.
- Restoration of damaged relationships.
- Time away from an activity.
- Meeting with staff, parent and child.
- Missing an activity.
- Time out from the classroom.
- Pastoral support plan.
- Formal letter home expressing concerns.
- Involvement of outside agencies, e.g. Point 1.
- Suspension.
- Permanent exclusion.

Safeguarding procedures will be followed when child protection concerns arise.

Review of Policy

This policy will be reviewed annually. It may also be reviewed and amended in the light of events or experience.

Data from the monitoring and recording of incidents (including 'nil' returns) will inform policy review and is reported to governors regularly.