Cornerstone Schools (Barton. East Cowton and Ravensworth CE Primary Schools)

Anti-Bullying Policy

Document first issued	February 2025	
Review frequency	annual	
Last review date	April 2026	
Next review date	February 2027	
Ratified by Governors	Helen Audritt – chair of governors 17th April 2026 To be minuted at LGB meeting 21 May 2026 Supersedes previous ratification	
Policy Author	K. Petch	
Approved by – Headteacher		
Amendments to policy & review history	**Date**	**By whom**
Policy issued	February 2025	KP
Removed KF School	September 2025	KP
Annual review - no changes made	February 2026	KP
Communication	Teams & available for request on website	

This document does not suggest that such anti-social behaviour in the form of bullying is rife within our schools. It should be interpreted that everyone connected with our schools is firmly against such behaviour and feels that it is essential that all parties are fully aware of the school's anti-bullying policy.

Bullying takes many forms. It can be short term or can continue over a prolonged period and may involve:

- physical or verbal attacks;
- name calling;
- malicious gossip;
- damaging or stealing the property of the victim;
- coercing the victim into acts which they do not wish to do;

In addition to this, there can be very specific types that can include:

- cyberbullying
- homophobic bullying
- sexual bullying
- racist bullying
- bullying children with special educational needs and/or disabilities
- religious bullying

(See Appendix 1 for further information)

Whatever form it takes, it is the willful, conscious desire to hurt or threaten someone else. Some bullying takes place on the way to and from school. However, research has found that the vast majority of bullying takes place in the school environment. Much of the reported bullying tends to be from games that have become out of hand or when aggressive behaviour spoils other children's activities. Both boys and girls use teasing as a means of bullying whether physical means or more subtle means such as exclusion from social groups.

Even children as young as three or four have learned that aggressive behaviour helps them to get their own way. Sadly, they may also have learned that creating fear in the victim is a rewarding experience, having learnt from older siblings or their parents or other external influences how to hurt or bully others.

Why is it important to refuse to accept bullying behaviour?

- The safety and happiness of pupils
- Educational achievement
- Providing a model of correct/acceptable behaviour
- To uphold our reputation as caring schools

The relationship between discipline and bullying is recognised; our behaviour policy is based on fostering and rewarding good behaviour and the refusal by everyone to accept poor behaviour.

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Preventative steps: /Steps to prevent or discourage bullying

1. As part of both collective worship and whole class work, children will be taught specifically about bullying. In addition to this, each year this is a focus in school as part of the national initiative 'Anti-bullying week' (usually in November).
2. The staff work together to promote positive and harmonious breaktimes, giving opportunities for constructive play. After discussion between staff and children any additional purchases will be costed and then funded, either through school capitation or via a bid to the Friends of the School.
3. The school will promote an environment where children can confide in an adult or an older child if they are victims of bullying. All members of staff will be vigilant.
4. Members of staff will continue to respond quickly, positively, and effectively in line with our behaviour management policy. In this way, children will see that bullying is always dealt with; this approach will discourage bullying behaviour.
5. The perpetrators of such behaviour must also be helped. Reasons behind behaviour should be discussed, as should the effect on the victims. The use of Restorative practices ensures that the views of all parties are heard.

How can pupils respond?

Bullying – how can you help stop it!

- Do not allow someone to be deliberately left out of a group
- It helps if you don't smile or laugh if you see someone being picked on
- Tell an adult – a parent, teacher, dinner lady
- Ask the bullied person to join in **your** game
- Tell the bully to stop what they are doing
- Show that you don't approve, but don't join in.

If you are being bullied:

- Say "Don't do that"
- Walk away
- Tell an adult in school or an older pupil in your school. Tell a parent.

How can parents respond?
Advice to parents

- Watch for signs of distress in your children. There could be an unwillingness to attend school; a pattern of headaches or stomach aches; equipment that has gone missing; requests for extra pocket money, damaged clothing or bruising.
- Take an active interest in the child's social life: Discuss friendships; how playtime is spent and the journey to and from school.

If your child has been bullied:

Calmly talk with your child about his/her experience

- Make a note of what your child says – particularly WHO was said to be involved; HOW often the bullying has occurred; WHERE it happened, WHAT has happened

and WHEN it happened.

- Reassure your child that he/she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately.
- Make an appointment to see your child's class teacher.
- Explain to the teacher the problems your child is experiencing.
- Advise your child not to try and buy the bully off with sweets or other presents and not to give in to demands of money.
- Together, identify those places where the bullying takes place and work a way to avoid them. If this is not possible advise that he/she makes sure that there are other trusted people about.
- Do not encourage your child to hit back. It will only make matters worse. Such behaviour could be contrary to your child's nature. More positively, encourage your child to recruit friends. A child who has friends is less likely to be bullied.

If your child is bullying other children:

Many children may be involved in bullying other pupils at some time or other. Children sometimes bully others because:

- They don't know it is wrong.
- They are copying older siblings or other people in the family or within external situations whom they admire.
- They haven't learnt other, better ways of mixing with their school friends.
- Their friends encourage them to bully.
- They are going through a difficult time and are acting out aggressive feelings.

To stop your child from bullying others

Talk with your child: explain that what he/she is doing is unacceptable and makes others unhappy.

- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/she can join in with other children without bullying.
- Make an appointment to see your child's class teacher, explain to the teacher the problems your child is experiencing; discuss with the teacher how you and the school can stop him/her bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/she is cooperative or kind to other people.

Talking with teachers about bullying:

- Try and stay calm – bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of the incident.

- Be as specific as possible about what your child says has happened – give dates, places and names of other children involved.
- Make a note of what action we intend to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with us; let us know if things improve as well as if problems continue.

How will the school respond?

What we will do in cases of persistent bullying

- Reports on incidents of persistent bullying will require greater depth of action. These will be recorded in writing to enable common themes, timing, perpetrators, victims, etc. to be pinpointed.
- The teacher/supervisor will inform the Headteacher about the incidents. The perpetrator will normally be dealt with by loss of privileges or by loss of freedom at playtime/lunchtime.
- A special watch, both in the classroom and the playground, will be kept on any child who appears to show a tendency towards inappropriate behaviour.
- If allegations are made about their child, parents will be asked to visit school to discuss the situation. In seeking their help, no parent must be made to feel guilty or in some way responsible for their child's behaviour. It is parental support that we are seeking.
- The governing body will be informed of any serious incidents of bullying.
- In extreme cases the School Behaviour Support Team will be consulted and as a final resort after making every effort with both child and his/her parents, the Headteacher has the power to exclude the aggressor from the school.

If you are not satisfied:

Families who feel that their concerns are not being addressed appropriately by our school might like to consider the following steps:

- Make an appointment to discuss the matter with the headteacher; keep a record of the meeting.
- If this does not help, please see the Complaints Procedure.
- Contact local or national parent support groups for advice.

Appendix 1 – Specific types of Bullying

Cyber bullying

This is when someone uses a mobile phone, email or the Internet to bully you. Here are ways to help avoid this:

- Be careful who you give your phone number and email address to.
- Don't leave your mobile unattended.
- Never lend your mobile phone to anyone, If a friend or anyone else asks to borrow it then dial the number or text for them. If you don't do this they could use your phone to bully someone else and you could end up getting the blame.
- Be careful about the personal details you put on social networking sites such as Facebook. Always use the privacy settings. Remember, you must be over thirteen to join sites such as Facebook.

If you do experience this type of bullying, don't reply to abusive emails or texts but do keep them, as they can be used as evidence against the bully.

- Check your personal details on the Internet sites and remove any that could give away too much information.
- Remove or block anyone you suspect of bullying from your friend lists.
- See text up for advice on dealing with cyber bullying.

Homophobic bullying (LGBT)

If someone calls you 'gay' or a 'lesbian' and bullies you in other ways, such as being violent towards you because either you are gay or they think you are, this is what is meant by homophobic bullying. It includes bullying you because they think members of your family are gay. It is a type of bullying which often goes on in secret because those targeted are scared to tell.

If you are being bullied in this way, it is important that you tell a teacher, your parents or a carer what is happening to you or someone else.

Sexual bullying

It is mainly girls who suffer from sexual bullying. Boys think it is alright to call girls names. Sometimes boys will touch girls where they don't want to be touched, or they will be rude about a girl's body and say things to make her feel embarrassed or ashamed. These are forms of sexual bullying.

There are times though, when girls use sexual bullying against other girls. The girl bully will make remarks about another girl's appearance. As with all bullying, a lot of lies will be made up about a person.

Racist bullying

If people treat you differently of unfairly because of your race, colour, faith, culture or country of origin, this is called racist bullying. It is illegal to treat someone in this

way. Any incident must be reported to the Department for Education.

Bullying children with special educational needs and disabilities.

If you have special needs or a disability, these means you may need help with work in school or have difficulty expressing clearly to adults who don't know you that others are hurting or being unkind to you. For example you may have a sight or hearing difficulty that other children make fun of.

Religious bullying

This is a type of racist bullying but is specifically about the religion you are a part of. Through our Christian ethos and religious education curriculum we:

- Develop awareness of the different religious groups within the community.
- Adopt a viewpoint that affirms the value of other religions.
- Create opportunities to explore different religious traditions in historical, cultural and contemporary contexts.
- Accommodate the diversity of spiritual needs and practices of our children.