

# COMBE PAFFORD SCHOOL

## **ANTI-BULLYING POLICY STATEMENT**

Bullying will not be tolerated at Combe Pafford School. Preventing bullying including online bullying, disability-related bullying and homophobic bullying, is important here at Combe Pafford.

All staff and Trustees regard bullying as a serious matter. Whenever incidents of bullying occur, they will be addressed by staff on duty. Details of incidents will be recorded on CPOMS which all staff know how to do.

Senior Management and Trustees will endeavour to provide relevant training for all staff to ensure they are able to deal with bullying effectively. The Headteacher and Senior Management Team will monitor all incidents and ensure Trustees are kept fully informed as to the extent of bullying and to it being dealt within the school. Whenever the Head Teacher deems it necessary, parents will be informed immediately of incidents.

### **Aims**

- To demonstrate that Combe Pafford School takes bullying seriously and that it will not be tolerated
- To take measures to prevent all forms of bullying in and around school and during off-site activities
- To support anyone involved to identify and protect those who may have been bullied
- To demonstrate to all that safety and happiness of pupils is enhanced by dealing with bullying effectively

### **What is bullying?**

- Bullying is seen as the wilful, conscious desire to hurt, threaten or frighten another person.
- It is a form of aggressive or insulting behaviour that intentionally hurts or harms
- It is invariably persistent, sometimes continuing for weeks, months or even years
- An underlying feature is an abuse of power and a desire to dominate or intimidate
- It is difficult for those being bullied to defend themselves
- It is behaviour that can be subtle or covert
- It undermines self-esteem
- It affects attitudes and performance within the school

- It can lead to serious and prolonged distress and long-term damage to social and emotional development

Bullying and harassment may be misconduct that is physical, verbal or non-verbal, e.g by letter or e-mail, through text or social media or by act.

**Bullying can be:**

**Low-key** – such as name-calling, which can escalate if the bully finds that bullied pupils respond in a particular way

**Physical** – hitting, kicking, taking or damaging belongings

**Verbal** – name-calling, insulting, repeated teasing racist remarks or threats

**Psychological** – spreading nasty rumours, exclusion from groups, moving away as a person approaches, leaving notes, failure to speak to or acknowledge a person

**Technological** – using mobile phones and the internet – the use of threatening or frightening mobile phone text messages, photographs or video and internet messaging.

**Social** – alienating, leaving people out or peer pressure.

## **STAFF GUIDELINES ON DEALING WITH BULLYING**

A member of staff **MUST** act after witnessing bullying. Whilst appreciating staff's individual personalities, status, pupils involved, venue of incident etc., there follows a list of suggested options for dealing with the situation.

- Remain calm; you are in charge; reacting emotionally may add to the bully's fun and give the bully control of the situation.
- Take the incident or report seriously.
- Act as quickly as possible and seek to investigate the alleged incident.
- Think hard about whether your action needs to be public or private; who are the pupils involved? Nature of the incident? Type of resolution required?
- Reassure the victim(s); do not make them feel inadequate or foolish.
- Offer concrete help, advice and support for the victim(s).
- Make it plain to the bully you disapprove.
- Encourage the bully to see the victim's point of view.

The school will adopt several approaches and will treat each case individually. Staff will explain the strategy to be used with clarity.

1. Where appropriate we may follow the no-blame approach where the bully is involved with group work, and the staff member acts as a facilitator for peer pressure concentrating on feelings of the victim.
2. It is important that the member of staff taking action continues the process by involving others:
3. By analysing the incident, attempt to find ways of preventing a recurrence of the incident if you uncover the 'trigger factor'.
4. Inform colleagues as appropriate - senior management, teachers and staff involved with those pupils.
5. Record on CPOMS as appropriate and alert the relevant members of staff.
6. Teacher should phone home and record on Arbor
7. An appropriate consequence will be used for bullying behaviour whenever deemed appropriate. This could be a detention or an internal suspension, or another consequence as chosen by the member of staff dealing with the bully.

**Staff should avoid a number of actions:**

- (a) Not to be over-protective and refuse to allow the victim to help themselves.
- (b) Not to assume that the bully has no positive point but try to look objectively at the behaviour with the bully.
- (c) Do not keep the incident a secret because they have 'dealt' with it.

With all schools, there is the opportunity for bullying activities out of sight of staff members. It is possible that what staff see is only half of the story. Pupils must be given the opportunity to feel confident to be able to disclose about bullying with the knowledge something will be done about it.

Pupils can also report bullying verbally to any member of staff.

Staff must be aware of likely 'danger' areas and times of the day when bullies attempt to exert their power. This should be done in staff meetings and by talking with pupils. The school's aim is to make it as difficult as possible for the bully to operate as well as to get away with it and we do so in the following ways;

- We make sure that adequate supervision arrangements are in place, particularly at times when bullying is more likely to take place such as break times and lunch times.
- Duty staff patrol all areas across the school during these times
- Groups of pupils are never left unattended in classrooms.
- Teachers arrive at lessons on time and are well-prepared
- The topic of bullying is incorporated into our PSHE curriculum
- Staff, pupils and parents and carers are encouraged to take collective and individual responsibility for preventing and responding to bullying

## **Supporting the Pupils**

The school should:

- (1) Make it clear that bullying will not be tolerated.
- (2) Support pupils who stand against bullying activities.
- (3) Make itself available to give advice and strategies to victims in the form of assertiveness skills and social skills.
- (4) Attempt to combat bullying through a multifarious approach of strategies:-
  - The curriculum (school)
  - Behaviour Policy
  - Pupil Parliament

Staff should be encouraged to access further awareness on the topic of bullying by reading/consulting publications available at the school.

## **As part of their strategies to prevent bullying adults need to:**

- 1 Celebrate differences between individuals.
- 2 Listen to children.
- 3 Act fairly.
- 4 Raise children's self-esteem.
- 5 Be assertive, not aggressive.

- 6 Act immediately.
- 7 Examine own attitudes.
- 8 Be aware of different perspectives.

In addition to this we fully engage in the Anti-Bullying Week including a whole school assembly and subsequent focused work on bullying across the school.

SILENCE AND SECRECY UNDERMINES THE POWER OF THE SCHOOL AND AFFIRMS THE POWER OF THE BULLY.

TO BE SEEN TO ACT IS AS IMPORTANT AS TAKING ACTION.

*SILENCE NURTURES BULLYING*

**This Policy Statement has been reviewed and approved by the Board of Trustees.**

**Reviewed: November 2023, November 2024, November 2025**

**Next Review: November 2026**