Cedar Park School

Anti-Bullying Policy

Date Approved by Staff: November 2024

Date Approved by Governing Body Curriculum Committee:

Review: November 2026

Cedar Park School

Anti-Bullying Policy

1) Objectives of this Policy

Cedar Park School Anti-Bullying Policy outlines what we will do to prevent and tackle bullying.

2) Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate[1].

3) Definition of bullying

Bullying is "**Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally. We also recognise the seriousness of prejudice-related incidents, even where the incident might be a one-off** ".

Bullying can include: name calling; taunting; mocking; making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

4) Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying
- Child on child abuse

5) Preventing, identifying and responding to bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff, including lunchtime staff and part-time staff, to identify bullying and follow school policy and procedures on bullying and behaviour, including dealing with prejudice-related incidents.

- ❖ Actively create “safe spaces” for vulnerable children and young people.
- ❖ Promote Anti-Bullying week throughout the School.
- ❖ Make sure all responses in dealing with alleged bullying are recorded carefully and filed appropriately.

6) Involvement of pupils / students

We will:

- ❖ Regularly canvas children and young people’s views on the extent and nature of bullying.
- ❖ Ensure students know how to express worries and anxieties about bullying.
- ❖ Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- ❖ Involve students in anti-bullying campaigns in schools.
- ❖ Publicise the details of helplines and websites.
- ❖ Offer support to students who have been bullied.
- ❖ Work with students who have been bullying in order to address the problems they have.
- ❖ Include focus on Cyber-bullying within the ICT and Computing Curriculum.
- ❖ School Agents for Change Ambassadors and use of a Buddy Bench.

7) Liaison with parents and carers

We will:

- ❖ Ensure that parents / carers know whom to contact if they are worried about bullying.
- ❖ Ensure parents know about our complaints procedure and how to use it effectively.
- ❖ Ensure parents / carers know where to access independent advice about bullying.
- ❖ Work with parents and the local community to address issues beyond the school gates that give rise to bullying.
- ❖ Reinforce the Home/School agreement annually.

8) Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- ❖ Complaints Policy
- ❖ Behaviour Policy
- ❖ The teaching of PSHE
- ❖ E-Safety Policy
- ❖ Equality and Diversity Policy

9) Monitoring & review, policy into practice

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the DfE* and the Anti-Bullying Alliance** to inform its action planning to prevent and tackle bullying.

10) Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying or prejudice are not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.

- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.

The named contact for this policy is: Luke Redman

**DfE Guidance: Preventing Bullying*
https://www.gov.uk/government/publications/preventing-and-tackling-bullying
https://www.gov.uk/bullying-at-school/the-law

***Anti Bullying Alliance guidance*
http://www.anti-bullyingalliance.org.uk
http://www.anti-bullyingalliance.org.uk/media/7486/safe-to-learn.pdf