



Anti-bullying and Anti-racism Policy

Compton CofE Primary School

WRITTEN	October 2024
APPROVED BY	The Headteacher
REVIEWED	-
DATE OF NEXT REVIEW	June 2026

At Compton Church of England Primary School, we believe our vision, 'life in all its fullness', promotes the spiritual, physical, intellectual, emotional, moral and social development of the children in our care. Our vision and values of Friendship, Creativity, Responsibility, and Perseverance and Koinonia shape our policies & curriculum & ensure that everyone within our school is treated with love and respect; they enable all to feel secure and valued, regardless of creed, colour and ethnicity.

Our Christian vision & values are rooted in the Bible & the teaching & example of Jesus. They inspire us to embrace academic excellence & rigour & ensure that everyone can flourish and live life in its fullness.

Rationale

Compton CofE Primary School promotes community cohesion and equity by tackling any form of discrimination. Bullying and racist remarks are not tolerated. We believe that when bullying is challenged effectively children will feel safe and happy and we will deal with matters arising proactively. This policy should be read in conjunction with the school's Behaviour policy and the Church of England's guidance document [Valuing All God's Children](#). This is supported by our school motto of *living life in its fullness*.

Aims:

The aims of the anti-bullying and anti-racism policy are:

- To make children feel safe when they are in their school environment.
- To support children's learning, play and interaction with others positively.
- To ensure that all children are treated fairly, equally and with respect.
- To take all reported incidents seriously and deal with them sensitivity.

There are many definitions of bullying but it is generally accepted that it can take the following forms:

- Physical: For example hitting, kicking and taking belongings.
- Verbal: Name calling, insulting, making offensive remarks.
- Indirect: Spreading stories about someone, excluding someone from a social group.
- Online bullying: private, public and group messaging to cause offence or upset.
- Racism or faith: derogatory assumptions or generalisations about race, culture, beliefs or religion
- Gender identity or sexual orientation: Derogatory statements about sexual orientation (gay, bisexual, lesbian, heterosexual) or taunting and harassment due to this characteristic.

Causes can be related to children's individual characteristics or because of their ethnic origin, social group, gender, nationality, race or a disability. All of which is not tolerated by the school. In addition, every member of staff recognises that bullying associated with radicalisation or extremism is no different to safeguarding against any other vulnerability in today's society and will be acted upon in line with the school's safeguarding procedures.

How to support children when identifying bullying or intolerance in others:

At Compton CofE Primary School all children are made aware of 'STOP', standing for Several Times on Purpose. If a child feels this refers to their situation then we would consider this bullying. This is revisited through regular whole school assemblies throughout the academic year and the school's PSHE scheme of work in classroom teaching. Anti-Bullying Week is held in November each year and the school takes an active role in sharing the learning taught during this week with the school community.

Children's attitude to bullying and derogatory remarks of any kind

Children's understanding of bullying varies with age. Young children may confuse bullying with an incident of unacceptable behaviour towards them or others. As children mature, they become more able to recognise bullying as being something different from a one-off incident. It is the school's role, with parents and carers, to educate children about dealing with and identifying bullying.

Parental Involvement:

It is important to remember that an incident that has occurred, at school, between 2 or more children may not be bullying. An automatic referral to the word 'bullying' or asking your child, 'Are you being bullied?' can cause undue distress not only to a parent or carer's own child, but to all the children involved. Bullying is an emotive subject for most parents and carers therefore the school advises parents and carers not to contact any other parties involved directly and instead approach the school who will support you in a sensitive and appropriate manner.

Steps to take:

Step	Action
1	Inform the class teacher about your concern regarding a dispute between your child and another child/ group of children.
2	Allow the class teacher to investigate the incident raised and respond to you within 2 working days.
3	If the incident is not resolved or the same incident occurs again in a short space of time (less than a week) return to the class teacher immediately.
4	A meeting will be arranged to discuss the alleged incident with the class teacher and the Team Lead.
5	It will be decided at the outcome of the meeting if the incident discussed should be considered bullying.
6	If the incident is considered bullying a thorough investigation will follow; listening to the concerns of the parents and explaining the school procedures for dealing with the alleged incident of bullying. A full report, usually verbally, will be given to the parent who raised the concern.
7	The other party will be informed in a sensitive manner by the school. This will be done through a meeting which reflects on the Anti-Bullying and Anti-Racism Policy. Direct consequences and actions will not be shared with the parent or carer who raised the concern; however, the parent or carer will be made aware that the incident has been addressed.

All incidents recorded at step 4 will be reported to the Governors in the termly Headteachers' report and held on the bullying log.

Strategies for preventing bullying:

A number of strategies exist within school to help prevent bullying behaviour and isolated incidents of racism. These are as follows:

1. Promote the school's ethos, aims and values.
2. Encouragement of positive behaviour as outlined in the Relationships Policy.
3. Taking part in annual National events, for example, Anti-Bullying Week.
4. National Curriculum delivery of PSHE.
5. Involving all key stakeholders in reviewing the policy on an bi-annual basis.
6. Providing appropriate and refresher training for staff and volunteers.

Dealing with incidents of bullying

- Each incident reported is fully investigated by a senior staff member.
- All staff listen carefully to all children involved.
- Any outcomes are communicated to the children concerned and their parent or carer.
- Follow up post incident with both families (approximately a fortnight later) to ensure any concerns raised have been resolved.

In all cases of bullying a record of the incident is held on the school's secure online chronology for each pupil (CPOMS). Any incidents to be perceived as racism by the victim, are treated as so and are also logged and reported to the governors and the Local Authority. Children are not identified in any form of reporting.

If the incident of bullying or racism has been confirmed by the staff member conducting the investigation the school will support the child to modify their behaviour. The parent, if they feel it is necessary and proportionate, can raise the issue as a formal complaint. If a formal complaint is raised the school will address the initial concern raised as a formal complaint following the procedures set out in the [Complaints Policy](#).

Supporting a child who has displayed bullying behaviours is best addressed through Interventions that create empathy and understanding of the harm caused appear to be more effective than punitive action (Brown, 2018). This may be because using only punitive measures teach pupils not to bully out of fear of punishment, which can lead them to bullying more covertly, including digitally, so that they do not get caught. These interventions can include: use of restorative justice and peer support programmes with a Learning Mentor.

Application

The Anti-Bullying and Anti-Racism policy is to be used consistently by all staff and the wider school community. It is vital that the class teacher informs colleagues, for example, Meal Time Assistants (MTAs) and Teaching Assistants (TAs) about an alleged bullying or racism incident and to record it appropriately. This will ensure that the situation can be monitored as well as resolved swiftly.

Monitor and Review

- The Headteacher will report any incidents of bullying via the Deputy Headteacher's Safeguarding and behaviour report to *Governors*.
- Senior staff will monitor the behaviour and bullying incidents.
- The School Council will review the policy during *Anti-Bullying Week*.
- *Celebrating diversity* will be celebrated in whole school newsletters.
- Conducting sampling surveys with children.
- Informal discussions with members of staff, parents and children.