

CPA Anti Bullying Statement 2025

At CPA, we believe every child has a creative talent inside them. A unique skill that defines their personality and shapes their character. Through fun-filled, high-energy classes, we help our students to uncover these individual talents, encouraging them to always be themselves and to perform with confidence. This is why; we adopt a zero-tolerance policy when it comes to bullying of any kind.

We expect all students to always act in a polite and courteous manner. Respect is our key principle. Students acting in an inappropriate manner or whose conduct could cause hurt or injury to others may not be admitted to class.

- **Goals/Objectives of CPAs Anti-Bullying Policy**

- To create a school in which students are aware that bullying of any kind is unacceptable, and they feel comfortable reporting bullying behaviour.
- To create an environment of acceptance and inclusion. Where differences are celebrated and understood.
- To take practical actions once bullying is reported. Also, to be aware of possible incidents that could come about through prevention and monitoring.
- To develop procedures for reporting and recording incidents of bullying behaviour.

- **Definition of Bullying:**

Bullying is repeated aggression conducted by an individual or a group against others - such aggressive behaviour may be verbal, cyber, psychological or physical. This includes:

- Physical aggression
- Purposeful damage to property
- Intimidation
- Inappropriate gestures
- Abusive telephone/mobile phone calls
- Abusive text messages
- Abusive email/social media messaging
- The production, display or circulation of written words, pictures or other materials aimed at intimidating another person
- Isolation & exclusion
- Name calling
- Teasing

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- **Actions to prevent bullying behaviour**

- Publishing and Publicising an Anti-Bullying statement
- Classes are always supervised by teachers and/or teaching assistants.
- Bullying danger spots have been identified in collaboration with students
- Trained classroom assistants are involved as a resource to assist in countering bullying
- Any suspected behaviour is monitored by teachers/assistants and brought to Katie's attention

- **Anti Bullying Procedures**

- Any student who is being bullied will be listened to and their case will be dealt with seriously.
- Parents/Guardians are encouraged to contact CPA immediately if they suspect or know that a child is being bullied or harassed.
- Investigation of incidents of alleged bullying will be conducted in a manner that affords full rights to those concerned.
- While every case will be dealt with sensitively no absolute guarantee of confidentiality can be given to a person making a complaint.

- **The steps that are taken in dealing with bullying incidents**

Where an incident of bullying is observed by or reported to a member of staff the following measures will be taken:

- The class teacher/assistant will speak with the accuser to ascertain what has taken place.
- The class teacher and assistant (if present) will monitor closely the activities of the respective students and their classmates.
- The investigation and questioning will be sensitive to the needs of those involved.

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- The teachers will bring their findings to the attention of the management who will then take appropriate action.
- Those who have been found to have engaged in bullying will be encouraged to recognise the inappropriateness of such behaviour and the seriousness of its effects on others.
- They will also be encouraged to apologise for their behaviour to the victim in question. CPA recognizes that often bullying is the result of a thoughtless action and once brought to the attention of the perpetrator can be simply resolved.
- A record of bullying incidents will be maintained and recorded in the Child Protection/Incident Report book, which is retained in the school's files.
- Where bullying behaviour has been established as having taken place and where there is a repeated or serious offence, the parents/guardians will be notified.
- Parents/Guardians are expected to co-operate with these policies and to re-enforce them in the home.
- Appropriate sanctions will be imposed which may ultimately result in exclusion from the school.