


Anti-Bullying Policy (NON-STATUTORY)

Date of Policy Issue/Review	Reviewed 11 th January 2019 by Headteacher
Policy approved/date	By FGB at their meeting on 21 st January 2019
Signature of Governing Body	
Next review	January 2021

Schools have a duty to teach those values, attitudes and skills, which foster mutual respect and care in their children.

The purpose of this policy is to identify ways in which we aim to

- Reduce the likelihood of bullying incidents occurring
- Respond to the needs of children who have been bullied and of those responsible for bullying
- Define bullying in the context of Newlands Primary School
- Deal with incidents of bullying, should they occur

We consider bullying to be the use of **repeated aggression with the intention of hurting another person**, and which results in pain and/or distress to the victim

Bullying can include:

- Physical – pushing, hitting, kicking, pinching or any form of violence, taking belongings, damaging personal property
- Verbal – name calling, insulting, making offensive remarks, sarcasm, teasing
- Indirect – spreading nasty rumours, exclusion from social groups, hiding belongings, graffiti, spreading rumours
- Cyberbullying – bullying by electronic contact for example via text message, email or via instant messaging

Not all incidents of deliberately hurtful behaviour can be defined as bullying.

Incidents in which bullying behaviour are apparent should be investigated in line with guidance contained in both Behaviour and Anti-Bullying policies in order to establish whether a single incident is a bullying incident and if so, if it is isolated. DCSF Guidance 10/99 Social Inclusion: Pupil Support advises that - “Bullying is usually part of a pattern of behaviour rather than an isolated incident”.

All children need to be supported within a safe environment where high standards of personal behaviour are expected.

Prevention

We aim to prevent incidences of bullying through the principles of a Rights Respecting School:

- Mutual respect
- Shared responsibility
- Equal rights

We also:

- Promote the school rules which demonstrate caring behaviour
- Encourage children to speak out about bullying
- Specify those types of behaviour which are considered to be bullying and make it clear that they are unacceptable
- Reward non-aggressive behaviour

- Penalise aggressive behaviour
- Employ strategies to help new pupils settle into the school
- Efficiently supervise the children at break and lunch times

These aims will be achieved by a whole school approach of

- Regularly reminding children of the importance of respectful and caring behaviour to be shown to everyone
- Encouraging communication on a one to one basis, through class sessions and in whole school assemblies
- Identifying opportunities for discussing issues surrounding bullying through

Drama/role play
History topics
R.E.

co-operative game playing
circle time
the scheme of work for Personal and Social Education (PSE)

- Reassuring new intakes and warning potential bullies that such behaviour is unacceptable in our school
- Planning for discussion about: people with disability, people from other cultures, people from other faiths through Health Education, Geography, R.E. and Literature
- Encouraging children to report incidents to staff by being accessible and helpful

All staff are expected to adhere to the following guidelines for dealing with bullying

- All pupils should be shown that bullying is taken seriously
- Members of staff should respond calmly and consistently
- A secure environment should be provided in which incidents can be reported confidentially
- The pupil who has been bullied should be made to feel safe
- All parties should be protected while the issues are resolved
- The person who has done the bullying, and those who may have colluded, should be encouraged to behave in a more acceptable way
- Intervention should be monitored and followed-up appropriately
- Incidents should be recorded and reports collated in consultation with SLT

If the investigation reveals that the incident is of a serious nature or that the bullying is persisting, class teachers are expected to

- Offer the victim continued support
- Report the behaviour to the DHT or HT

The DHT or HT will then

- Seek to discuss the matter with the parents of the victim
- Inform the parents of the bully, making the unacceptable nature of the bullying and the consequences of any repetition clear
- Keep a record of events
- Arrange for both victim and bully to be closely monitored

We expect staff to

- Be available, ready to listen and offer immediate support
- Listen and ask who was involved
- Ask the child how she or he is feeling
- Respond in a non-aggressive way and provide a model of positive behaviour
- Report incidents where appropriate e.g. to the child's class teacher/SLT if this is not the person dealing with the incident
- Make the unacceptable nature of the behaviour, and the consequences of any repeated behaviour, clear to the bully
- Following discussion with a member of SLT if needed a Bullying and Racist Incident Form will be completed

Staff should also be aware of early signs of distress by pupils and should investigate if they believe that a child:

- is frightened of walking to or from school
- is unwilling to attend school
- begins to do poorly in school work
- becomes withdrawn, starts stammering
- regularly has books or clothes destroyed
- becomes distressed, stops eating
- cries easily
- becomes disruptive or aggressive
- has possessions go missing and money lost
- starts stealing
- is frightened to say what is wrong
- attempts suicide or runs away

Staff on duty must ensure that all accessible areas of the school are thoroughly supervised during break-time and lunch-time to ensure the health, safety and well being of pupils.

Working with parents

Parents will:

- Be encouraged to understand the school's behaviour management and anti-bullying policies
- Be informed where bullying has taken place
- Be involved in joint problem solving to minimise the likelihood of further bullying
- Be given all relevant information about the incident(s)
- Be given an opportunity to express their feelings
- Be given advice if their child is being bullied. (From Anti Bullying Guidelines for Schools – Hampshire C.C.)

Working with children

Children should:

Ensure that adults know if they have a concern or issue - anyone who knows that bullying is happening is expected to tell the staff.

Children should share any concerns with an adult either by speaking directly to them or communicating through strategies such as 'Circle Time'.

Children may also raise any concerns about the school's policy through their school council representative.

Teaching about bullying

- Will be undertaken with individual or groups of children
- Children will be encouraged to report incidents to any adult
- Children will be taught to recognise that their class teacher is the person they may talk to in confidence
- Children are expected to understand the school rules and the types of behaviour that are unacceptable
- The children will be regularly reminded, through assemblies and the curriculum, of the importance of showing respectful and caring behaviour to everyone
- Children will be spoken to respectfully
- All children will be noticed and valued
- All children will have access to rewards and privileges
- All children will be taught that effort is as important as achievement

Role of Headteacher

It is the responsibility of the Headteacher, under the School Standards and Framework Act to implement the schools' policy consistently throughout the school, and to report through the 'Headteacher's Report to Governors', on the effectiveness of the policy. It is also the responsibility of the Headteacher to ensure the health, safety and welfare of all children in the school.

The Headteacher (or Deputy Headteacher) has responsibility for giving fixed term exclusions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the Headteacher (or Deputy Headteacher) may permanently exclude a child in accordance with prevailing guidance from the DCSF and LA.

Bullies who persist with unacceptable behaviour may be at risk of being excluded from school. Such actions, if necessary, will be carried out according to the Behaviour Management Policy and County Guidelines.

Following an incident, **if necessary and appropriate**, it is the Headteacher's (or Deputy Headteacher's) responsibility to consult the police. In serious cases suspension or even exclusion will be considered by the Headteacher and notified to the pupil and parents concerned.

Communicating the policy

- All staff and Governors will be given a copy of the policy
- Parents will be made aware of the policy through the website
- Children will be made aware of the policy through the behaviour management policy and through other means e.g. the PSE curriculum

Further Support and Guidance

- <https://www.hants.gov.uk/socialcareandhealth/childrenandfamilies/safeguardingchildren/bullying>
- Support and advice linked with radicalisation: https://www.nspcc.org.uk/fighting-forchildhood/news-opinion/why-doing-more-protect-childrenradicalisation/?utm_source=PPC&utm_medium=&utm_campaign=112016+radicalisation&gclid=CNiM_t2nx9ECFUJmGwodFyoOfg&gclsrc=aw.ds
- http://supportu.org.uk/about-us.php?gclid=CIWE-pqox9ECFdQ_GwodFyIHTA
- Prevent Strategy: www.gov.uk/government/publications/prevent-strategy-2011
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” November
- 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”:
<https://www.gov.uk/government/publications/nohealth-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net