



Newton Burgoland Primary School

Anti-Bullying Policy

Written/ by Pupils January 2011

Reviewed by Pupils 2013, 2015, 2016

Parent consultations: 2011, 2015, 2016

Reviewed by staff and Governors 2011, 2015, 2016

Adopted by the governing body on 20/2/17

Date

Signed by

Chair of Governors

See list of policies for review date

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.' (Preventing and tackling bullying - Advice for head teachers, staff and governing bodies, March 2014)

The anti-bullying coordinator in our school is the head teacher supported by all staff

The anti-bullying champion is: Peter Robinson (governor)

The Head Teacher - Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and all staff.

All staff have a responsibility for the implementation of this policy.

This policy was written by the pupils of Newton Burgoland Primary School, working with the School Council and the Head Teacher. It was reviewed by all members of the community before adoption. It has been reviewed again by all pupils, parents, governors and staff before re-adoption.

The schools council have produced a child friendly version of the policy which is available in every class and on the website.

Newton Burgoland School is a caring community; we do not tolerate any form of bullying. We aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential.

We would expect pupils to feel safe in and out of school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe whether that be in school or out of school. This policy will be followed for all reports of bullying between members of our community regardless of when the bullying took place.

Bullying is:

Unacceptable behaviour, towards a member of our community; several times on purpose

That unacceptable behaviour maybe:

- Physical: involving hitting, kicking or other forms of aggressive behaviour.
- Verbal: involving, unkind comments, name calling or other forms of verbal abuse eg: mocking, taunting, making offensive comments and gossiping or spreading untruthful rumours
- Digital: involving the use of technology to send in appropriate emails, text messages, offensive or degrading images etc ((mobile phones, social networking, messaging) – cyberbullying)
- Isolating or excluding: involving ignoring, spreading rumours, not including in games or discussions
- Borrowing, damaging or taking of property without permission

- A mix of the above.

Specific types of bullying include:

- Bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- Bullying related to appearance or health
- Bullying relating to sexual orientation or gender identity – homophobia, Biphobia, transphobia/ not fitting in with gender stereotypes
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying

There is no hierarchy of bullying - all forms will be taken equally seriously and dealt with appropriately. Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Often a bully feels in charge and a victim feels unable to make the behaviour stop- bullying is different to two people falling out.

Bullying can occur between children, adults or adults and children. Newton Burgoland Primary school does not tolerate any form of bullying.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

How do we all help to prevent bullying at our school?

We all help to prevent bullying in our school by learning to work with and get along with everyone. All of the adults in school help us to learn to develop good working relationships with the people in our school. This is not an easy skill to learn and it is everyone's responsibility to do their best when working in different pairs and groups.

We are proactive in trying to prevent bullying. We regularly: -

- Discuss behaviour and choices
- Promote and expect good choices
- Promote and expect positive working relationships
- Promote and expect respect and tolerance through the curriculum
- Support positive playtimes involving pupils as play coaches

We also talk about bullying and relationships within the curriculum; we celebrate diversity; engage with internet safety week, anti-bullying week and other national events to promote British values and kindness.

The home school agreement details the way in which we will work together with families for the benefit of pupils. Breaches of that agreement between home and school will be followed up. All staff expect to be treated with dignity and respect and all staff are expected to treat all others with dignity and respect.

Anti-bullying is a standard agenda item at all schools council meetings

Reporting and Responding to Bullying

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

What should you do if you feel you are being bullied?

If someone has upset you, you must try to communicate your feelings about their actions, so that they know that you do not like what they are doing or saying. If they then ignore your feelings, several times on purpose, or you find it hard to talk about how you are feeling, you need to ask for help. You can tell anyone at school or at home, we will all want to help. Do not ignore it and hope it will go away because it probably will not. Even if the behaviour you do not like happens out of school you can tell someone at school and they will try to help. You can talk to:

- The School Council Leaders – who will inform an adult
- The adults in school (you can use the 'Worry Monster', located in each classroom, if you want to)
- Your parents
- Your friends

The person you ask for help from has a responsibility to listen to you, involve other people (as appropriate) and to check that the behaviour you did not like does not keep happening.

When an adult at school finds out about bullying they will talk with you and with the person who is upsetting you. They will investigate, by asking others the things you have said to try to understand both sides of the story and they will make a judgment about whether or not bullying is taking place, based on the information they are given. They will help the other person to understand why you are upset and how they need to change their behaviour. If the bullying is digital (for example: a text, or email), show the adult, do not just delete it.

The adult will record what has happened and make sure that all the relevant adults in school know what has happened, so they can check that you are feeling safe. The adult will contact both sets of parents, in most cases, when bullying is found to have happened.

The adults will keep checking with you to make sure that the bullying has not started again.

The head teacher will maintain a record of incidents of bullying and incidents found not to be bullying but serious enough to have required an investigation. She will monitor that record to make sure that we are doing the very best we can to prevent bullying from starting.

What you should do if your child tells you they are being bullied

If your child is concerned about the behaviour of other pupils at school please:

- Encourage them to tell a teacher
- Encourage them to tell Mrs Ward
- Encourage them to use the 'Worry Monster'
- Let the school know by phone, email or in person.

All concerns will be investigated and you will be kept fully informed about the results of the investigation.

What should you do if you see or think that someone is being bullied?

At Newton Burgoland Primary School we do not expect anyone to stand by and watch another person get hurt, physically or emotionally. We all have a responsibility to look after each other and to seek help for each other. If you think that someone is being bullied you must tell an adult.

What will members of staff do if they see or hear about bullying or behaviour which might be bullying?

- All reported incidents are recorded using the incident report form
- All reported incidents are investigated and witnesses interviewed.
- Parents of both parties are informed
- Findings and actions are recorded.
- All staff are informed so they can support both the victim and the bully.

Punishment and support

Both the victim and the bully need support.

As a community we need the bully to understand how their actions were wrong and to change their behaviour. It is not always easy to change, so we will work together to support the bully. It is especially difficult if people are unkind to the bully, we must make sure that the bully does NOT become bullied.

The purpose of punishing bullying is to reinforce the message that the bully's actions were unacceptable, that all actions have consequences and to give the bully time to reflect on his or her actions. Any punishment chosen will reflect the actions of the bully and the length of time the victim has put up with those actions. For some behaviours a missed playtime, a letter of apology or a phone call home and removal of a treat maybe sufficient punishment. If bullying is ongoing and does not respond to support, then exclusion will be considered. Where a criminal offence has occurred the police will be informed.

Staff training

All staff are regularly updated as part of our safeguarding plan. Preventing bullying is included within this update.

Reminder Bullying is not:

Best friends falling out, but you might need some help to mend your friendship.

Sometimes we just fall out with our friends because we or they are having a bad day and we need to be able to accept that even best friends make mistakes sometimes. However, this is not a reason to put up with behaviour we do not like for a long time. You can try staying away, walking away and ignoring or playing with someone else if someone is having a bad day.

Other relevant policies:

Safeguarding

E-Safety

Home School

Equality