

Northlands Primary School and Nursery



Anti-Bullying Policy

This policy has been developed and implemented in consultation with the whole school community including pupils, parents/carers, staff and governors. It was written with reference to the Equality Act 2010. Northlands Primary School & Nursery promotes values which reject bullying behaviour and promote co behaviour. Tackling bullying matters. operative This should be read alongside our policies on School Improvement, Equality and Diversity, Teaching and Learning, Special Educational Needs and Behaviour and Safeguarding

Approved and adopted: July 2023

Review Date: July 2024

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly, severely and effectively. This means that anyone who knows that bullying is happening is expected to inform members of staff.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often not obvious to others, and is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim. **We explain to children that Bullying occurs **Several Times On Purpose** (using the acronym **S.T.O.P.**).**



Bullying can be, but not limited to:

- Emotional: *Unkind name calling of an insulting and/or personal nature. Demanding money, items or favours by means of threat or force.*
- Physical: *Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.*
- Racist: *racial mocking, graffiti, gestures*
- Sexual: *Unwanted physical contact or sexually abusive comments*
- Homophobic: *because of, or focusing on the issue of someone's sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable*
- Verbal: *name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Teasing an individual.*
- Cyber: *All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Abuse of associated technology, i.e. camera & video facilities*

Why is it Important to Respond to Bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Objectives of this Policy

All governors, teaching and non-teaching staff, students and parents will have an understanding of what bullying is.

All governors and teaching and non-teaching staff will know what the school's policy is on bullying and follow it when bullying is reported.

All students and parents should know what the school's policy is on bullying and what they should do if bullying arises.

As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.

Bullying **will not** be tolerated at Northlands.

Staff Responsibilities

- To implement procedures to confront bullying of any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To ensure that bystanders who didn't act have a part to play in the bullying behaviour
- To take appropriate action and to refer to Ambassadors / SLT as appropriate
- To share with parents of the victim and bully, incidents of serious and /or persistent bullying
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within school and relevant agencies when appropriate
- To promote the use of interventions which are least intrusive and most effective – hold regular meetings with Anti-Bullying Ambassadors to identify ways to support victims
- Anti-Bullying Ambassadors to be given defined roles e.g.: Ensure the 'STOP' message is prominent around the school by using posters and other media to remind everyone of this

Pupil Responsibilities (gathered by pupils)

- Listen to the person who feels they are being bullied
- Separate the victim from the bully in order to get everyone's side
- Tell a trusted adult to investigate
- Invite the victim to play with another group of friends
- Let the bully know that what they are doing is upsetting someone
- Talk to our Anti-Bullying Ambassadors
- Investigate people who witnessed the bullying but did nothing to stop it

Parent Responsibilities

If a parent has any concerns about their child, they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the head teacher. The head teacher is always informed of any bullying concerns at Northlands Primary School and Nursery and monitors the situation carefully.

- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the deputy or head teacher.
- The school will work both with the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking that impact on their child.

If parents feel that their concern has not been dealt with appropriately they should follow the school's complaints policy. All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity and respect at all times. This includes both face to face and online.

Signs and Symptoms

A student may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a student:

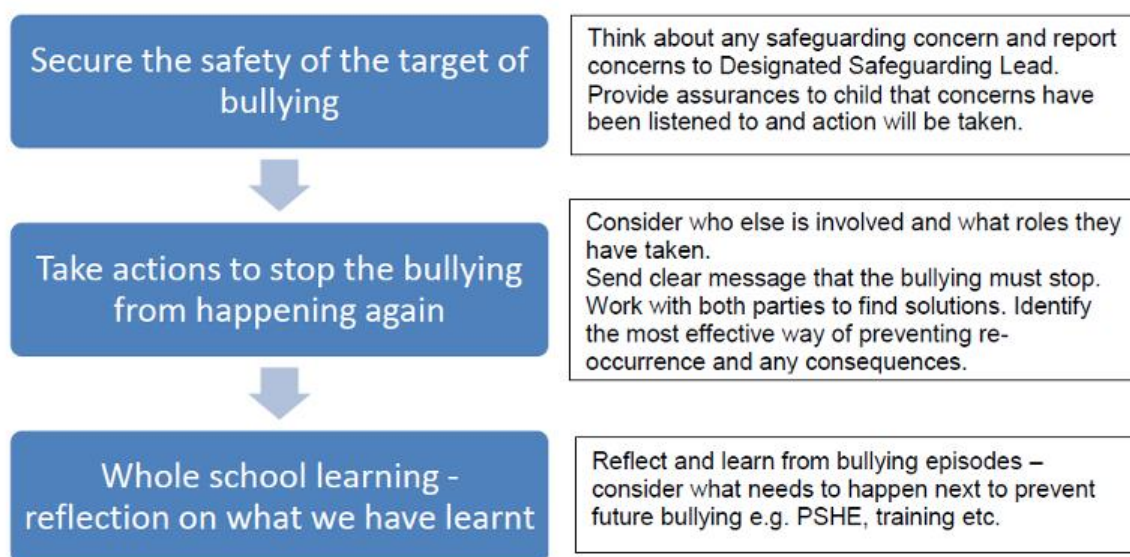
- is frightened of walking to or from their school
- doesn't want to go into vulnerable areas of the school i.e. toilets, library, dinner hall
- is unwilling to go to school
- becomes withdrawn, anxious, or lacking
- has changes in behaviours

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to staff or senior leadership team.
2. In all cases of reported bullying, the incidents will be recorded by staff using CPOMS. All incidents are followed up and reviewed regularly (usually fortnightly).
3. Parents will be informed and where necessary will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.

Responding to Bullying



Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences such as those in our behaviour policy may take place.
- Restorative discussions (Wellbeing / Behaviour Mentor, Class teacher, SLT, other)
- Use of home / school communication books
- Involvement of external agencies
- Monitoring by Wellbeing or Behaviour Mentor
- Peer support/peer mentoring
- Formal recording (reporting substantiated bullying incidents to governors)
- Use of behaviour contract (Report)
- Liaison with parent/carer/social worker
- In serious cases, suspension or even exclusion will be considered
- If possible, the students will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Reports of bullying outside of school

Where parents or pupils report bullying outside of school, this will be addressed by school staff as the impact on the pupil could be significant in school.

School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances.

This may include bullying incidents occurring anywhere off the school premises, such as on public transport, outside the local shops, or in a town centre. Where bullying outside school is reported to school staff, it will be investigated and acted on.

The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.