



Anti-Bullying Policy



Review Date: Jan 2021

Next Review: Sept 2023

This policy is underpinned by our Christian values of Love, Kindness, Peace, Respect, Honesty, and Courage. It is also rooted in Christian theology and the four key elements of Christianity: Dignity, Hope, Wisdom and Community.

The aim of this anti-bullying policy is to ensure that the pupils at Newton on Trent Church of England Primary School learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups).

Additional guidance on specific types of bullying is given in Appendix 1.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All pupils are encouraged to report bullying in schools.

The teaching and ancillary staff members at Newton on Trent are always alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Strategies to Prevent Bullying

Everyone is responsible for ensuring that bullying is not tolerated at Newton on Trent. As a community we have a complete commitment towards promoting and implementing the most effective strategies to prevent bullying. These strategies include:

- promoting a strong school ethos which encourages all member of our community to flourish and to be valued and valuable in society. This is reinforced by children being taught and encouraged to 'live our values', understand the importance our Golden responsibilities and the importance of living well together.
- whole school and other assemblies which regularly promote our core values and keep anti-bullying initiatives (including e-safety) high profile;
- ensuring our curriculum reflects our equality & diversity policy in the programmes of study for different subject areas, whilst addressing an anti-bullying focus more specifically through a continuous e-safety strand in our computing curriculum and a well-designed PSHE curriculum.
- ensuring all staff, both teaching and non-teaching staff, are aware of those vulnerable groups or individuals in school through regular communications under the direction of SLT.

- adopting a restorative approach to behaviour (shared with all staff and parents) which encourages conflict resolution within a context of respect and the development of an awareness of self-responsibility which prevents a repeat of inappropriate behaviour;
- A strong culture of forgiveness, valuing one another and Enjoying the Journey.
- careful monitoring of behaviour and a swift response to any concerns to ensure any issues can be identified and resolved quickly;
- promoting the self-esteem and confidence that children need to feel confident to ask for help if they need to;
- ensuring communication channels are completely clear for any child or parent with concerns;
- ensuring that playtime provision is designed to promote purposeful play and co-operation between children;
- involving children in providing peer support for vulnerable individuals/groups e.g JPCSO's
- communicating the school's anti-bullying measures and approach to behaviour management to parents regularly via letters and workshops;
- involving the whole school, including Governors, in reporting the effectiveness of anti-bullying measures and identifying any areas for improvement;
- ensuring the Anti-Bullying Policy is shared with all staff, parents (via the school website) and children (pupil version) so that they are clear on the antibullying measures in place, and the policy is reviewed annually to ensure it remains as effective as possible.

Implementation and Actions

The following steps are taken when dealing with incidents in school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached; a clear account of the incident will be recorded on CPOMS and the Headteacher Aimee Riley will be informed. If Aimee Riley is unavailable then Catherine Robinson Senior Leader or Verity Heath Mental Health Lead will be alerted in that order.
- The headteacher or appropriate adult as above will interview all concerned and will record the incident.
- Class teachers and members of staff working with the children involved will be kept informed and if it persists, the class teacher will advise other relevant members of staff.
- All incidents of bullying or suspected bullying will be recorded and shared on CPOMS to raise awareness of all staff.
- Parents will be informed if their child is either the subject of bullying or is found to be bullying another child.
- Measures to reduce the risk of this happening again will be used as appropriate and in consultation with all parties concerned. Restorative practice and forgiveness will be at the route of all of these decisions.
- Incidents of bullying are recorded via CPOMS and the incidents will be reported at Governor meetings in the Headteacher's report.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher or another member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- agreeing actions to be taken by the pupil in future to avoid further incidents
- involving parents or guardians to help change the attitude of the pupil
- referral to BOSS, if appropriate

The following steps may be taken depending on the seriousness of the bullying incident:

- restorative conversations
- loss of break and lunchtimes
- a behaviour plan
- involvement/collaboration with parents to stop the behaviour happening again.
- Fixed-term exclusion
- Permanent exclusion

In line with our vision and values, we understand that the child who has been subjected to bullying needs to be supported to ensure they are valued and safe in our community. We are also aware that the child carrying out the bullying behaviour may also need support and explore the reasons for the behaviours. This child may also need support and may be demonstrating these behaviours for a more serious underlying reason. We take our duty to protect, nurture and support all of children equally and to come to a position where our community is based in dignity and respect and we are all able to live well together and flourish.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Appendix 1

Bullying related to race, religion or culture

Some surveys and focus groups have found that a high proportion of bullied pupils have experienced racist or faith-based bullying. Recent political and social issues also appear to have been a factor in bullying and harassment. There is research to support the suggestion that where black and minority ethnic (BME) children experience bullying, it is more likely to be severe bullying. Moreover, bullying incidents can be a subset of the indirect and direct racist hostility which BME children, children of different faiths and traveller children can experience in a number of situations.

At Newton on Trent: All incidents of racism are reported to the Headteacher and recorded at staff meetings. Teachers often respond to incidents or misunderstandings by holding a circle time lesson immediately or soon after it has occurred.

Bullying related to special educational needs and disabilities (SEND)

Research shows that children and young people with SEN and disabilities are more at risk of bullying than their peers. Public bodies have new responsibilities to actively promote equality of opportunity for all disabled people and eliminate disability-related harassment.

Children and young people with SEN and disabilities, whether in mainstream or special schools, do not always have the levels of social confidence and competence, and the robust friendship bonds that can protect against bullying. All schools should ensure that a whole-school approach is taken to deal with bullying related to SEN and disability, and that it is specifically covered in anti-bullying policies.

Where children with SEN and disabilities are themselves found to be bullying, in most cases (except those related to specific conditions) schools should expect the same standards of behaviour as apply to the rest of the school community, having made the reasonable adjustments necessary.

At Newton on Trent: Where incidents of bullying have been reported, action has been taken and monitoring of specific children has been stepped up. For example, staff members are informed of what has happened and who has been involved so that the circumstances in which incidents have taken place can be avoided in future, i.e. pupils go to the toilet in a particular order or at different times, vigilance is increased at break/lunchtimes, pupils are moved to sit in different locations.

Bullying related to appearance or health conditions

Those with health or visible medical conditions, such as eczema, may be more likely than their peers to become targets for bullying behaviour. Perceived physical limitations, such as size and weight, and other body image issues, can result in bullying, and obvious signs of affluence (or lack of it) can also be exploited ruthlessly with severe consequences.

At Newton on Trent: Where incidents have been reported as a result of medical issues, the pupils involved have been seen by the Headteacher and their parents have been informed. Again, arrangements are adjusted to reduce the opportunity of incidents being repeated and circle time activities have been organised to address the issues that have arisen.

Bullying related to sexual orientation

Evidence of homophobic bullying suggests that children and young people who are gay or lesbian (or perceived to be) face a higher risk of victimisation than their peers. Homophobic bullying is perhaps the form of bullying least likely to be self-reported, since disclosure carries risks not associated with other forms of bullying. The pupil may not want to report bullying if it means 'coming out' to teachers and parents before they are ready to.

At Newton on Trent: No incidents have been reported in the last year but any future disclosures would be handled with sensitivity.

Bullying of young carers or looked-after children, or otherwise linked to home circumstances

Children may be made vulnerable to bullying by the fact that they provide care to someone in their family with an illness, disability, mental health or substance-misuse problem. Young carers may be taking on practical and emotional caring responsibilities that would normally be expected of an adult. Research has highlighted the difficulties young carers face, including risks of ill-health, stress and tiredness, especially when they care through the night. Many feel bullied or isolated. Children in care may also be vulnerable to bullying for a variety of reasons, such as their not living with their birth parents or because they have fallen behind in their studies.

Some pupils are heavily influenced by their communities or homes where bullying and abuse may be common. Some bullying at school may arise from trauma or instability at home related to issues of domestic violence or bereavement, or from the experience of being part of a refugee family. Siblings of vulnerable children may themselves be the subject of bullying by association.

At Newton on Trent: Children who are in receipt of Free School Meals are not identified to other pupils and cannot be identified by them by any of the systems in place in school.

There are currently no Looked After Children or Young Carers at Newton on Trent.

Sexist or sexual bullying

Sexist and sexual bullying affects both genders. Boys may be victims as well as girls, and both sexes may be victims of their own sex. Sexual bullying may be characterised by name-calling, comments and overt 'looks' about appearance, attractiveness and emerging puberty. In addition, uninvited touching, innuendos and propositions, pornographic imagery or graffiti may be used.

Pupils identifying as transgender or experiencing gender dysphoria (feeling that they belong to another gender or who do not conform with the gender role prescribed to them) can also be targeted by bullies.

At Newton on Trent: While there have been no incidents of this nature reported in school, again, matters would be dealt with in a sensitive manner.

Cyber bullying

Cyber bullying is a 'method' of bullying, rather than a 'type' of bullying. It includes bullying via text message, via instant-messenger services and social network sites, via email, and via images or videos posted on the internet or spread via mobile phone. It can take the form of any of the previously discussed types of bullying, i.e. technology can be used to bully for reasons of race, religion, sexuality, disability, etc.

Though the evidence base is narrow, UK studies indicate that around 20 per cent of children and young people have suffered cyberbullying. Prolonged campaigns of harassment can occur aimed at both pupils and staff. There is some evidence of a strong transition in cyberbullying: those who have been bullied can go on to do the bullying themselves.

At Newton on Trent: An agreement is issued to parents that requires them and their children to sign up to an Acceptable Internet Use Agreement. The agreement outlines measures the school will take to ensure internet safety as far as possible and asks parents to do the same.

No incidents of cyber bullying have been reported at school in the past year.

N.B. Lincolnshire County Council uses a 'firewall' to block inappropriate material from being accessed by the children in school which includes social networking sites. The children at Newton on Trent are referred to Kidrex as their most appropriate search engine to be used as it automatically filters material available to them. There is also a filtering system on the Google search engine that provides additional protection in school, so reducing the possibility of inappropriate material being accessed and used in attempts at cyber bullying.

Appendix 2

Anti-bullying information sheet for parents

Is it bullying?

It is if individuals or groups are:

- calling your child names
- threatening him/her
- pressuring your child to give someone money or possessions
- hitting your child
- damaging your child's possessions
- spreading rumours about your child or your family
- using text, email or web space to write or say hurtful things about your child (cyber bullying).

It is also bullying if your child feels hurt because of things said about their ethnic background, religious faith, gender, sexuality, disability, special educational need, appearance or specific issues in your family.

What should you do if your child is being bullied?

- Talk to school staff about the bullying. At Newton on Trent Church of England School your first contact point to report concerns about bullying is your child's class teacher.
- It will help to sort out what action to take if you can bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other pupils involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child.
- Stay in touch with the school. Let them know if things improve as well as if problems continue.

What will Newton on Trent Church of England School do?

The school does not tolerate bullying. This is what we do about bullying:

- work to make sure that the person being bullied is safe
- work to stop the bullying happening again
- provide support to the person being bullied
- take actions to ensure that the person doing the bullying learns not to harm others.

Families who feel that their concerns are not being addressed appropriately by the school might like to consider the following steps:

- check with the school anti-bullying policy to see if agreed procedures are being followed
- discuss your concerns with other parents
- make an appointment to discuss the matter with the Headteacher and keep a record of the meeting
- if this does not help, write to the chair of governors explaining your concerns and what you would like to see happening.
- In some LAs there may be help to resolve the problems via Children's Services.

If you need further support and information at any stage or the problem remains unresolved, ring the helpline at Parentline Plus **0808 800 2222** or contact other local and national support groups.

Appendix 3

Anti-bullying information sheet for pupils:

Is it bullying?

It is if you feel hurt because individuals or groups are:

- calling you names
- threatening you
- pressuring you to give someone money or possessions
- hitting you
- damaging your possessions
- spreading rumours about you or your family
- using text, email or web space to write or say hurtful things (cyber bullying).

It is bullying if you feel hurt because of things said about your ethnic background, religious faith, gender, sexuality, disability, special educational need, appearance or issues in your family.

Our school does not tolerate bullying. This is what we do about bullying:

- make sure that the person being bullied is safe
- work to stop the bullying happening again
- provide support to the person being bullied.

What should you do?

Talk to someone you trust and get them to help you take the right steps to stop the bullying.

If you feel you are being bullied:

- try to stay calm and look as confident as you can
- be firm and clear — look them in the eye and tell them to stop
- get away from the situation as quickly as possible
- tell an adult what has happened straight away or, if you do not feel comfortable telling an adult, tell another pupil.

If you have been bullied:

- tell a teacher or another adult in your school
- tell your family
- if you are scared to tell a teacher or an adult on your own, ask a friend to go with you
- keep on speaking until someone listens and does something to stop the bullying
- don't blame yourself for what has happened.
- When you are talking to an adult about bullying be clear about:

What has happened to you, how often it has happened, who was involved, who saw what was happening, where it happened, what you have done about it already.

If you find it difficult to talk to anyone at school or at home, ring ChildLine on **freephone 0800 1111**. This is a confidential helpline. If you are hard of hearing you can use the **textphone 0800 400 222**. You can also write to Freepost 1111, London N1 0BR. The phone-call and letter are free.