



Anti-Bullying Policy

This policy was ratified: April 2020

And will be reviewed: April 2023

Signed by Headteacher: S. Welsby

Signed by Chair: D McWhirter



1. STATEMENT OF INTENT

1.1 We are committed to encouraging positive working relationships, by providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. All children are to be treated with dignity and respect whilst at school.

2. OBJECTIVES OF THIS POLICY

2.1 All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

2.2 All governors and teaching and non teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

2.3 All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

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

2.5 Bullying behaviour will not be tolerated.

3. WHAT IS BULLYING?

3.1 Bullying can be: -

- ◆ **Emotional**- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- ◆ **Physical**- pushing, kicking, hitting, punching or any use of violence
- ◆ **Racist**- racial taunts, graffiti, gestures
- ◆ **Homophobic**- because of, or focusing on the issue of sexuality
- ◆ **Verbal**- name-calling, sarcasm, spreading rumours, teasing

3.2 A bullying behaviour is someone who sets out to do the following **OVER AND OVER AGAIN**: -

- ◆ be unkind
- ◆ name calling
- ◆ frighten or intimidate
- ◆ hurt
- ◆ upset
- ◆ threaten
- ◆ tease/taunt
- ◆ spread rumours
- ◆ isolate children
- ◆ cause unhappiness

3.3 Bullying behaviour causes unhappiness. No one deserves to be a victim of bullying. Pupils who are bullying need to learn different ways of behaviour.

4. NEWBOLD AND TREDINGTON C OF E PRIMARY SCHOOL AIMS AND VALUES

- Thankfulness
- Courage
- Perseverance
- Wisdom
- Responsibility
- Truthfulness
- Trust
- Generosity
- Peace
- Creativity
- Friendship
- Hope

In order to achieve this aim, the Governing Body and staff of Newbold and Tredington C of E Primary School are committed to providing an excellent education for all its children.

In the curriculum we aim to: -

- Create a happy, caring and secure environment promoting an ethos which reflects the schools commitment to high achievement, good relationships and the equality of opportunity for all children.
- We recognise that schools play a key role in shaping the values and attitudes of children and that we should take a lead in challenging gender stereotypes, as well as gender-based harassment and bullying. Schools also need to be at the forefront of promoting gender equality in terms of outcomes of pupils.
- We aim to promote high standards of morals, values and behaviour, we encourage children to take responsibility for their actions, co-operate with and respect others as they would themselves.
- We are proud of the rich diversity of our community and it is this diversity which is at the heart of the scheme. Our response to the individual needs of all our stakeholders is a vital part of personalised learning for all.

5. OUR AIM

Give children the opportunity to inform a teacher through the Worry Box

5.1 Staff will: -

- ◆ look out for children who hurt or upset others
- ◆ encourage children to share at work and play
- ◆ listen carefully to all children
- ◆ endeavour to stop any bullying quickly
- ◆ attempt to help the bully change his/her behaviour

5.2 Parents and Carers will: -

- ◆ encourage children to share at work and play
- ◆ support the school in promoting good behaviour
- ◆ inform the school immediately if they feel their child is being bullied
- ◆ support the school's actions based on the Anti-Bullying Policy

5.3 If a member of staff thinks a child is bullying this will be discussed with the child and all concerned. A monitoring sheet will be started by the child's class teacher and parents will be given support if necessary.

5.4 If anyone continues to bully further action, including sanctions, will be taken. Ultimately this may result in: -

- withdrawal of privileges such as after school activities
- a letter of apology being required
- in serious cases, suspension or even exclusion will be considered

6. INFORMING PARENTS AND CARERS

6.1 The class teacher will talk to parents at any stage. All parents will be informed if further action (see above) is required.

7. OUTSIDE SCHOOL HOURS

7.1 We still want everyone to go home happy but cannot take responsibility for incidents which occur outside school. However, we are prepared to discuss any incidents and try to work out a solution. Incidents may include inappropriate mobile text messages/cyber bullying. In this instance, parents will be invited into school to discuss the problem and seek a solution.

8. SPECIAL EDUCATIONAL NEEDS

8.1 Newbold and Tredington C of E Primary School, we believe that all children should be given opportunities to participate in and have their achievements and experiences in PSHE Anti-Bullying recognised and celebrated. It is the responsibility of the class teacher to provide appropriate access for any children with special educational needs.

9. EQUAL OPPORTUNITIES

9.1 At Newbold and Tredington C of E Primary School, we strive to ensure that the culture and ethos of the school are such that, whatever the heritage and origins of members of the school community, everyone is valued and treat one another with respect. Pupils Newbold & Tredington C of E Primary School should be provided with the opportunity to experience understand and celebrate diversity.

9.2 Newbold and Tredington C of E Primary School fully supports the above inclusion principles in our key policies, including the school's Gender Equality Scheme.

10. RECORD KEEPING AND ASSESSMENT

10.1 In PSHE, teachers and learning support assistants routinely observe features of the pupils' learning but much of this is not recorded.

11. STAFF DEVELOPMENT

It is the responsibility of the Head teacher to be aware of the training needs of individual members of staff where Anti-Bullying is concerned and where priorities and finances permit, suitable courses will be offered. It may be appropriate, at times, to use staff meetings or INSET days to develop teaching and learning in PSHE/Anti-Bullying.

12. SIGNS AND SYMPTOMS

A child may indicate by signs of behaviour that s/he is being bullied. Adults should be aware of these possible signs and that they should investigate if a child: -

- ◆ is frightened of walking to or from school
- ◆ doesn't want to go on the school bus
- ◆ begs to be driven to school
- ◆ changes their usual routine
- ◆ is unwilling to go to school (school phobic)
- ◆ begins truanting
- ◆ becomes withdrawn anxious, or lacking in confidence

- ◆ starts stammering
- ◆ attempts or threatens suicide or runs away
- ◆ cries themselves to sleep at night or has nightmares
- ◆ feels ill in the morning
- ◆ begins to perform poorly in school work
- ◆ comes home with clothes torn or books damaged
- ◆ has possessions go "missing"
- ◆ asks for money or has toast money continually lost
- ◆ has unexplained cuts or bruises
- ◆ comes home starving (money/lunch has been stolen)
- ◆ becomes aggressive, disruptive or unreasonable
- ◆ is bullying other children or siblings
- ◆ stops eating
- ◆ is frightened to say what's wrong
- ◆ gives improbable excuses for any of the above

THESE SIGNS AND BEHAVIOURS COULD INDICATE OTHER PROBLEMS, BUT BULLYING SHOULD BE CONSIDERED A POSSIBILITY AND SHOULD BE INVESTIGATED.

Reviewed: April 2020