



The School's View

Nettlesworth Primary School ANTI-BULLYING POLICY

We believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour. It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

The Main Aims of the Policy are:

1. 1 To raise the level of awareness of both teaching and non teaching staff, parents and pupils on the issue of bullying.
2. 2 To provide pupils with the knowledge, opportunity and confidence to cope with and respond to bullying.
3. 3 To inform pupils and parents on how to gain help.
4. 4 To provide all staff with clear guidelines in dealing with bullying in any of its forms.

Forms of Bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying.

In line with our obligations under the Equality Act 2010, we will proactively work to prevent discrimination and promote respect for all.

What is bullying?

“Bullying is behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group, either physically or emotionally”.

As it is important to know what bullying is, it is just as important that we know what it is not in order to develop resilience and tolerance amongst children.

Bullying is not:

Not liking someone – it is very natural that people do not like everyone around them as

unpleasant as this is, verbal and non verbal messages of ‘I don’t like you’, are not bullying.

Accidentally bumping into someone – when children are playing games and running around it is inevitable accidents will happen and they will bump into each other.

A single act of telling a joke about someone – all children experiment with humour and although making fun of other people is not nice for them, unless it happens again and again to deliberately hurt someone, it is not bullying.

Arguments – arguments are heated discussions between two or more people, it is normal that we have differences of opinion. Becoming an articulate and well rounded individual means we need to express these differences of opinion.

Expression of unpleasant thoughts and feelings in relation to others – all children make unpleasant remarks from time to time. These are one off acts of unkindness no matter how hurtful, they are not bullying, merely children learning to express themselves. They do need to be told this is wrong and apologise, unless they occur repeatedly, they are not bullying.

Procedures – Children

- Report bullying incident to any staff member.
- Circle Time/Feeling Fans
- Peer Supporters. (Sports Leaders/RRSA Council/Sports Crew)

Procedures – Staff

- In cases of bullying, the incidents will be recorded by staff in the Class Log File.
- Incidents recorded in the Class Log File will be followed up to ensure that the case has been fully dealt with and that the child is at ease with the outcome.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully/bullies change their behaviour as some children may not realise the hurt that they have caused or did not intend to hurt, they may need to have this identified and explained. Sensitivity will be shown to children’s personal circumstances.
- Information from the Class Log File will be reviewed weekly and used to improve the school’s practise.

- • ☐ If bullying is online, copies of the evidence will be saved. If necessary, the school will report to the website or provider involved.
- • ☐ Schools have the powers to confiscate an item such as a mobile phone as evidence (see DfE advice).
- • ☐ The school will support parents to address e-safety and online behaviour with their children.

In rare serious cases where a child is at risk, staff should use the Serious Incident Protocol, the school's Child Protection and Safeguarding policies.

Implementation

We aim to reduce the chances of bullying through:

- Finding out, as far as we are able, the extent of bullying in the school, and evaluating the effectiveness of the measures we take to combat it.
 - • ☐ A planned programme of education about bullying to all pupils, ie through 'circle time', PHSE and citizenship, a structured curriculum, through cross-curricular themed approaches and links with the anti-bullying service.
 - • ☐ A planned programme of education about e-safety and acceptable behaviour when using ICT.
 - • ☐ Developing pupils' self-esteem, empathy and a sense of responsibility for self and others.
 - • ☐ Encouraging pupils to understand 'difference' and 'diversity', so they understand that discrimination or prejudicial behaviour is unacceptable.
 - • ☐ Developing an ethos in which everybody understands the unacceptability of colluding with bullying when it is observed.
 - • ☐ Ensuring positive adult role models.
 - • ☐ Ensuring that all staff have training and support in putting the policy into practice and the confidence to challenge bullying whenever they come across it.
 - • ☐ The inclusion of parents at various training events regarding bullying, when we review

the policy, and the approach of the school.

Outcomes

- • ☐ The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- • ☐ In serious cases, suspension or even exclusion will be considered.
- • ☐ If possible, the pupils 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.
- • ☐ Learning may take place among a wider group, ie if prejudice needs to be addressed.

Involvement of pupils

We will:

- • Regularly canvas children and young people's views on the extent and nature of bullying.
 - • Ensure children know how to express worries and anxieties about bullying.
 - • Ensure all children are aware of the range of sanctions which may be applied
- against those engaging in bullying.
- • Involve children in anti-bullying campaigns in schools.
 - • Publicise the details of help lines and websites.
 - • Offer support to children who have been bullied.
 - • Work with children who have been bullying in order to address the problems they

have.

Liaison with parents and carers

We will:

- • Ensure parents/carers understand what behaviours constitute bullying and to work alongside the school.
- • Ensure parents/carers know the school's approach to bullying behaviour.
- • Ensure that parents/carers know whom to contact if they are worried about bullying.
- • Ensure parents/carers know about the school's Complaints Procedure and how to

use it effectively.

- • Ensure parents/carers know where to access independent advice/information about bullying.
- • Encourage parents/carers to build their child's self-esteem and resilience.
- • Encourage parents/carers to teach their children to be safe online and when using

all new technology devices.

Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:

Complaints Policy
Behaviour Policy
Bullying and Harassment Policy (employees)

Confidentiality Policy
Equality and Diversity Policy

Child Protection/Safeguarding Policy
The teaching of Citizenship and PSHE education

The recording of racist incidents
E-safety Policy

Monitoring and review, policy into practice

We will review this policy at least once every two years as well as if incidents occur that suggest the need for review.

Responsibilities

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Head Teacher, Senior Managers, Teaching and Non Teaching staff to

be aware of this policy and implement it accordingly.

- The Head Teacher to communicate the policy to the school community.
- Pupils to abide by the policy.
- In staff meetings we will once a term discuss cases logged in the Class Log File

and investigate areas in which the school can improve their focus on anti bullying issues.

Donna Lee

Head Teacher

Aaron O'Roarty

Chair of Governors

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