



Anti-Bullying Policy

Draft document to SLT:	May 2012
Document to staff:	June 2012
Draft document to governors:	June 2012
Policy noted accepted by Governors on:	June 12th 2012
Document live date:	June 12th 2012
Review 1:	January 2014
Review 2:	January 2016
Review 3:	

Netherbrook Primary School

Anti-Bullying Policy

Netherbrook Primary is committed to safeguarding and promoting the welfare of children and young people. The school's commitment to deal with issues of bullying is an important part of our commitment to safeguard children. As such improving safety, behaviour and the promotion of equal opportunities feature highly on our school improvement plan.

Aims:

The Governing Body recognises that stresses placed on those that are bullied can have a detrimental effect on their emotional health, well being, attendance, educational successes and subsequent life chances.

The school aims to work with staff, pupils, and parents to create an inclusive school community where bullying is not tolerated. We are a **STOP AND TELL** school. If children tell we can act. It continues when it is not reported or acted upon.

The aim of this policy is to keep children safe by eradicating bullying where possible. This policy will:

- Define what we believe bullying is
- Outline how we identify, report and record incidences of bullying
- Outline how we respond to bullying incidents
- Outline the strategies we use to prevent bullying
- Give children strategies to deal with bullying
- Outline monitoring and reviewing arrangements
- Outline key areas of responsibility and how we consult with all stakeholders
- Ensure that the school meets its legal obligations

This policy also relates to the following policies:

- PSHE and Citizenship
- Behaviour and Discipline
- Single Equality Plan
- SEND Policy
- Child Protection and Safeguarding Policy
- E – safety policy and Acceptable Use Policy

School Values and Beliefs

- All pupils have the right to feel safe, happy and included
- Everyone has a right to learn and work in an environment free from harassment or discrimination and where they feel safe.
- Bullying is unacceptable
- Pupils who experience bullying will be supported

The staff, pupils, parents and governors have been involved in making this policy. Our definition of bullying is:

Bullying is persistent unkindness; threat or aggressive behaviour by an individual or a group of individuals, towards an individual or group of individuals, because of a perceived difference, which causes harm or the fear of harm.

The DfE define of bullying as:

'Behaviour, usually repeated over time, that intentionally hurts another individual or group physically or emotionally. One person or a group can bully others.'

Staff and pupils have drawn up charters to promise to eradicate bullying where possible from our school – see appendix 1 and 2

Bullying can take lots of different forms and children and young people can be targeted for a number of reasons. Sometimes they don't realise that what is happening to them is bullying.

- **Physical** – kicking, hitting, pushing, taking and damaging belongings.
- **Verbal** – name calling, taunting, mocking, making nasty comments, making threats.
- **Emotional** – leaving people out / deliberately ignoring, gossiping, spreading rumours.
- **Cyber-bullying** – bullying using text messages / phone calls, picture / video clip on phones, instant messenger, email, chatrooms, web sites / blogs.
- **Racist / religious** - includes verbal and physical, in addition racist jokes and graffiti, also refusing to play with people from other ethnic backgrounds.
- **Homophobic** - motivated by prejudice against gay, lesbian, bi-sexual and trans-gender people, includes verbal, physical and cyber bullying.
- **Sexual / sexist** - includes abusive name calling, gestures, comments about appearance, innuendos and propositions.
- **Special educational needs / disabilities** – bullying will focus directly on the disability or impairment of the victim.

Adults in school can also be bullied by children, their parents or other members of staff. When an adult is bullying another adult then different procedures will be followed to report, record and tackle these incidents if they arise. Some incidents may involve contacting the police or following disciplinary procedure.

Identifying, Reporting and Recording Bullying

At Netherbrook all staff have been trained to look for signs of bullying. Signs that a child is being bullied could be as follows:

Physical signs:

- Cuts and bruises with no realistic explanation
- Torn clothing / bags
- Missing belongings
- Physical health may also suffer

Emotional signs:

- Withdrawn
- Aggressive
- Tearful / easily upset
- Irritability

Other signs:

- May take a different route to school
- May fake illnesses to get out of school
- Eating / sleeping habits may change
- Change in attainment levels at school
- Using technology less often

If staff members notice anything unusual about how the child presents at school s/he will speak to the child to investigate the matter and reassure the child that it is important to tell us if there is anything that is worrying them so that we can help.

When bullying is reported

Sometimes a parent, child or group of children will report bullying. When bullying comes to our attention we will take the following steps:

- Record the incident in as much detail as possible (to be entered on our Management Information System later)
- Investigate thoroughly by seeing the children separately
- Tell the victim to keep a diary of all incidents and keep any texts, email, web pages etc
- Help the victim to make a safety plan
- Report to the identified person for anti-bullying (H/T or DHT)
- Contact parents of both sides
- Follow behaviour policy regarding punishment of the bully/ bullies (stepped sanctions may be appropriate depending on the severity of bullying and whether or not it is the first time it has happened. Punishments may be school based sanctions or a fixed term exclusion)
- Follow up and ensure the victim is safe
- Aim to integrate the bullied child within a group – set up peer / buddy system or circle of friends
- Refer the victim and perpetrator to the pastoral team for support
- Start a CAF if necessary

- Praise the perpetrator for improvements in positive behaviour in subsequent days/weeks
- Track any further actions such as outside agency involvement

Support for Victims of Bullying

Children who are victims of bullying may be supported in the following ways:

- Peer support/ buddying
- Circle time/ PSHE lessons
- Assertiveness training
- Counselling from pastoral team/outside agencies
- Puppets/ role play – act out how to deal with bullying
- Worry boxes – give the children the opportunity to write down experiences about bullying or a bully and post it for an adult to read
- Support at lunchtime by play leaders and lunchtime supervisors through planned games
- Private diary given and reviewed as appropriate

Support for Bullies

Children who are identified as bullies can expect support to change their behaviour after their initial punishment. Some techniques may be:

- Drama / Role play to see how the victim felt
- Work on anger management/ behaviour by external agent or Learning Link Coordinator
- Send the child on an Anti-Bullying course run by Local Authority
- Draw up a behaviour modification plan
- Work with Educational Psychologist if necessary
- Refer to pastoral team for support in establishing behavioural changes

Pro-active Measures to Stop Bullying from Happening

Although it is extremely important to react quickly to incidents of bullying when they are reported, it is also important that as a school we are proactive in supporting teaching the children about their rights, responsibilities, tolerance and acceptance of and celebration of difference. We do this in a number of ways:

- Ensure that we promote an open and honest anti-bullying ethos in the school by promoting good behaviour where children take responsibility for each other's emotional and social well being and include and support each other.
- Teach the children about anti-bullying in personal, social, health and citizenship education (PSHEC) lessons as well as in focus weeks and other lessons.
- Teach the children regularly about e safety – social networking, emailing, chatting on line as well as making safe searches.
- Continue to make lunchtimes safe and exciting, for all children but in particular for those who feel vulnerable, through organised games led by lunchtime supervisors, including quiet games for children less inclined to run around.

- Involve the children in making anti-bullying pledges, drawing up a charter and designing leaflets and posters as well as power point presentations on anti-bullying.
- Involve the children in peer led interventions such as peer buddying, circle of friends and playground leaders.
- Anti-bullying is the focus of regular assemblies throughout the year.
- Teachers will bring up anti-bullying issues through circle time.
- Children can disclose issues through their class worry box and a member of staff such as the teacher or mediator will investigate the matter and support the child.
- There is an ICT acceptable use policy in school.
- Ongoing training programme for staff including induction of new members of staff.
- Clear and consistently applied policies for behaviour and uniform.
- Our School Council offers a forum in which concerns about bullying can be discussed on a regular basis. They act as anti-bullying ambassadors.
- Train the children to identify risk within spaces linked to bullying.
- Mediator to support the children at lunchtime.

Bullying outside the premises

Pupils at Netherbrook Primary School represent their school and as such we take our responsibility for bullying that occurs off the premises seriously. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us about bullying off the school premises we will:

- Talk to the child about how to avoid or handle bullying outside of school.
- Talk to the head teacher of another school whose pupils are bullying.
- Talk to parents of the children involved.
- Talk to the police.
- Use the sanctions in our behaviour policy.

Reviewing the policy

We will know if our policy is working by biannual questionnaires sent to parents and rigorous termly monitoring of behaviour incidences in school.

This policy will be reviewed every 2 years. The review will be led by the lead professional for anti-bullying at Netherbrook. This person is the Headteacher.

Information for Parents

Parents and families have an important part to play in helping schools deal with bullying.

- First, discourage your child from using bullying behaviour at home, in school or elsewhere. Show how to resolve difficult situations without using violence or aggression. It is never appropriate for children to take matters in their own hands and parents should not encourage their child to retaliate or hurt others. They should say **STOP** and then they should **TELL** an adult they trust.

- Second, watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect the symptoms of bullying. Contact the school immediately if you are worried.

If you suspect your child is being bullied

- Calmly talk to your child about it.
- Make a note of what s/he says particularly who was involved; how often the bullying has occurred, where it happened and when it happened.
- Reassure your child that telling you about the bullying was the right thing to do.
- Explain that your child should inform his/ her class teacher immediately if any more bullying happens.
- Make an appointment to see your child's class teacher.
- Explain to the teacher the problems your child is experiencing.

Talking to teachers about bullying

- Try to stay calm and 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 children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school and let them know if things improve or problems continue to occur.
- If you still feel worried about the situation speak to the named person for anti-bullying. (Headteacher)

If your child is bullying other children

- Children may be involved in bullying other children at some time or another. Often parents are not aware.

Children sometimes bully others because:

- They don't know it is wrong.
- They are copying older brothers or sisters or other people in the family that they admire.
- They are being encouraged to bully by their friends.
- They are going through a difficult time and are acting out aggressive feelings.
- They haven't learnt better ways of mixing with people.

To stop your child bullying others

- Talk to your child, explaining that bullying is unacceptable and makes others unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how to join in with other children without bullying.

- Work with the school to help your child to make better choices about their behaviour.
- Give your child lots of praise and encouragement when they are cooperative or kind to other people.

Information for children

DON'T SUFFER IN SILENCE!

If you are being bullied

- Try to stay calm and look as confident as you can.
- Be firm and clear. Look the bully straight 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.

After you have been bullied

- Tell a teacher or another adult in your school. Be honest and specific about what has happened. Do not exaggerate or make things up as this makes it harder for the school to help you.
- Tell your family.
- If you are scared to tell an adult by yourself, ask a friend to come with you.
- Keep speaking up until someone listens and does something to stop the bullying.
- Use our playground buddies to help you.
- 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 and how often it has happened?
- Who was involved?
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

Code of conduct in school uniform and behaviour outside school

When children wear school uniform outside the premises they represent the school and are ambassadors of the school. They should:

- Follow the school rules at all times.
- Treat others with respect.
- Speak to others in a courteous manner.
- Be helpful and considerate.
- Look neat and tidy.
- Provide a good example of acceptable behaviour.
- Report any unacceptable behaviour (such as swearing, smoking, fighting, name calling or bullying) to an adult.



Netherbrook Primary School Anti-Bullying Charter

We believe...

1. That **everyone** has the **right** to feel safe, secure, happy and valued in school.
2. That there is **never** any excuse for bullying.
3. That it is important to **take bullying seriously** in our school and we will all take responsibility to prevent it.
4. It is always important to consider how your words and actions may affect others, so we will **think carefully** before we act and speak.
5. That we should offer **help, support and advice** to all those involved in bullying.

To prevent bullying in our school we agree to...

6. **Always** follow the school rules.
7. Tell someone to **stop** if they are treating us in a way that we don't like.
8. Always try to be **good friends** to each other.
9. **Tell someone** you trust if you feel like you or someone you know is being bullied.
10. **Be kind** to each other and treat others as we would like to be treated ourselves.



Anti-Bullying Charter **Netherbrook Staff**

- We will work together with children, young people and parents to create a school where bullying is not tolerated.

- We will support the victims of bullying to the best of our ability. The perpetrators of bullying behaviour will be sanctioned according to the school behaviour policy and will be supported to make improvements to their behaviour.

- At Netherbrook we will discuss and review our policy every 2 years to ensure it remains up to date and relevant.

- We will support staff to promote positive relationships and tackle bullying appropriately.

- We ensure that the whole school community knows that all bullying concerns will be dealt with sensitively and effectively; that children and young people feel safe and happy to play and socialise; and that everyone abides by the anti-bullying policy.

- We will report back quickly to parents/carers regarding their concerns about bullying and deal promptly with complaints. We expect parents to work with school to uphold the anti-bullying policy we have all agreed.

- We want every child to be able to travel safely to and from Netherbrook. We will agree an acceptable behaviour agreement with our children to apply on their journeys to or from school or when in their school uniform out of school.

- We will seek to learn about effective ways to prevent bullying and good practice being used in other places. We will work with local partners to make children feel safe.