



Anti-Bullying Policy

ANTI-BULLYING POLICY

Rationale

Bullying at school can have a profound effect on children's lives and can have a lasting effect on them in adulthood. It can undermine self-esteem and self-confidence and often results in children becoming bullies themselves.

The policy on Anti-Bullying has been drawn up within the academy's ethos of promoting positive behaviour.

Aims:

- To create within our community, an atmosphere/ethos of trust, which values, respects and protects the rights of each of its members to be within a safe and secure environment.
- To develop an acceptance by individuals, of responsibility for their own actions.
- To develop within the ethos and curriculum of our academy attitudes, skills and activities which will aim to prevent all aspects of bullying.
- To foster trust among members of the school community so that bullying incidents can be reported, discussed and dealt with appropriately.
- To encourage and foster active parental support in achieving those aims.

What is bullying?

Bullying is:

Several
Times
On
Purpose

and uses power to hurt, frighten or cause unhappiness to another.

Not all unkind behaviour is bullying

Bullying can be:

Verbal: name-calling, parodying speech or accent, teasing, making verbal threats, making insulting or offensive remarks, making sarcastic remarks, spreading rumours, whispering behind someone's back

Physical: punching, kicking, tripping up, pushing, nipping, pulling hair, damaging someone's belongings

Psychological: blackmailing, taking someone's friend, leaving someone out, humiliating or embarrassing someone deliberately, graffiti, hiding someone's things, pulling faces

Cyber: sending nasty or threatening texts, e-mails or telephone calls, hurtful chatroom or website messages

Any form of bullying may include personal remarks including those of a racist or homophobic nature.

Signs of bullying could be:

Although children may exhibit the behaviours listed below for a number of reasons they may indicate that he or she is being bullied:

- Become withdrawn, clingy, moody, aggressive, unco-operative or non-communicative.
- Behave in immature ways, e.g. revert to thumb sucking or tantrums.
- Have sleep or appetite problems.
- Have more difficulty in concentrating.
- Show variation in performance.
- Have cuts, bruises or aches and pains without adequate explanation.
- Request extra money or start stealing.
- Have clothes or possessions which are damaged or lost.
- Complain of illness more frequently.
- Show a marked change in a well-established pattern of behaviour e.g.
- A sudden loss of interest in a previously favoured activity
- Changing times of coming to and going from the house
- A reluctance to (or no longer wishing to) leave the home
- A request to change school, after school club, etc.
- A refusal to return to a place or activity

What can we do about it and how can we achieve our aims?

The underpinning values held at our academy reflect those of Northern Education Trust in that:

“All pupils and adults are expected to behave in a responsible manner, both to themselves and others, showing consideration, courtesy and respect at all times.”

We aim to encourage self esteem, self respect, self-control, caring and respect for others. Our children learn about rights through the United Nations Convention on the Rights of the Child (UNCRC). We believe that by understanding their own rights children learn to appreciate and uphold the rights of others, and that they have a responsibility to ensure that others are safe and free from harm. Our Rights and Shine group consisting of pupils, staff, parents and other members of our wider community meet half termly with a focus on addressing anti-bullying work. As part of our commitment to eradicating all forms of bullying and promoting tolerance and acceptance of all we have become a Stonewall School Champion. As part of our strategy for promoting positive behaviour, we look at attitudes, skills and activities which will prevent bullying:

- * We value and listen to children’s contributions.
- * We help the children learn and practice the skills required to build good relationships with other children and adults within the school and the wider community.

Activities through which this can develop:

- Playing games;
- Role play/simulations;
- Stories, poems, media;
- Play situations;
- Writing;
- Behaviour problem solving scenarios;
- Circle Time;
- Pupil Council meetings;
- Participating in drawing up agreed whole school rules;
- Whole school assemblies;
- Playground Friends
- Whole school events e.g. Anti-bullying day/week;
- National events and competitions to raise awareness;

The children share experiences, think of other peoples’ feelings, share opinions, explore difficult feelings, put themselves in other peoples shoes, develop self respect, assertiveness, co-operation and independence/interdependence.

Procedures for reporting bullying:

Pupils

If you are being bullied, or you see bullying happening to someone else, **tell any adult in school**. You can ask to see them and talk to them on their own. You can have a friend or an adult from home with you.

If you are not able to talk about it, write a message and put it into the **STOP BOX** or email the word **STOP** to any adult in school.

If you would prefer to tell someone at home, please ask them to come and talk to your teacher, or any adult in school.

You will be asked to talk about what is happening, when and where it is happening, and who is involved.

You will be asked to think about how you want the bullying to be discussed so that it can be sorted out

- for you and the person upsetting you to be talked to separately
- for you and the person upsetting you to be talked to together
- for the class to be talked to about the problem without the people involved being named

Whatever is decided, your parents / carer and the parent / carer of the person upsetting you will be informed. The adults who work with you will also be told, so that they can check that the problem has been sorted out and does not start again. If the problem happens again, keep telling until it stops.

Parents / carers

Listen carefully and calmly to your child. Give them time and space to think and talk rather than asking lots of questions. Make sure they know you take them seriously, that it is not their fault and that you will tell an adult in school what is happening so that it can be sorted out.

Report the problem to your child's teacher, Principal or any member of staff, so that they can find out more about what has happened and begin to sort the problem out.

We will tell you what we have found out, and what we have done to sort the problem out.

If the problem continues, come back and tell us so that we can take action.

What is the school doing to help parents combat bullying?

- Keeping parents informed of policy developments / Anti-bullying events in the School Newsletter;
- Raising awareness at information meetings
- Including parents in Rights and Shine anti-bullying group
- Responding promptly to all allegations of bullying, whether from parents or pupils and reporting to parents regarding outcomes of any investigations and actions taken;
- Offering support where necessary via our PSA or other relevant staff members.

Bullying

At Norton Primary Academy, bullying is regarded in any shape or form, to be a very serious matter, and one that warrants immediate investigation.

Action to be taken

Whenever a child (or parent) has notified a member of staff or parent that an incident of bullying is believed to have taken place it will be investigated promptly. It will never be ignored.

The following procedures are recommended.

- The situation be investigated and the outcome communicated to those involved;
- Bystanders, as well as the children involved, should be interviewed;
- If a child reports an incident of bullying, it should be taken seriously and appropriate inquiries made;
- If the bullying has been carried out by a group, consideration should be given to interviewing the children on their own and/or later as a group. If the children make certain commitments in the individual interviews, they may then be asked to make the same commitments in the group situation;
- When the situation has been explored fully, consideration shall be given to bringing the all children together in a joint session, if it is thought that this will contribute to resolving the problem;

In serious cases of bullying the following procedures should be implemented:

- The teacher shall make a written report of the discussions held and actions taken along with a senior member of staff, usually the Principal or Vice Principal.
- The parents/carers of the children shall be informed of the situation and it's resolution;
- A monitoring system may be adopted which enables the child to report further incidents to senior staff without embarrassment.

All incidents of bullying are recorded and logged.

This policy was approved by governors on 24th June 2014.