



**NEWPORT CE (AIDED) PRIMARY
SCHOOL**

**Anti-Bullying
Policy
January 2015**

Approved by Governing Body:
Review date: January 2017

Anti-Bullying Policy

The value system underlying our community at Newport CE Primary is that each person is an image bearer of God. Each of us should treat others with respect and be treated with respect at all times.

Learning to get on with others in a respectful and courteous manner is a sign of a person who cares about other people and not just himself/herself; it is a sign of maturity. It is putting into practice what the Bible says: "*look not only to your own interests, but also to the interests of others*" (Phil 2:4)

In a Christian school it is important that we do not focus primarily on the bullying, but also on how we can promote a school culture that reflects the all-embracing and life-affirming love of Jesus.

Aim

The aim of this anti-bullying policy is to ensure that all pupils 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 school.

Definition of Bullying

In our school, bullying is defined as targeted and persistent hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Types of bullying are identified as:

Emotional (e.g hurting people's feelings, leaving individuals out)

Physical (e.g. hitting, kicking, theft)

Verbal (e.g. name calling, racist remarks)

Racist (e.g. calling of names, graffiti)

Cyber (e.g. saying unkind things by text, e-mail, messenger services, facebook etc)

Homophobic (someone feels bullied because of their actual or perceived sexuality)

HOWEVER IT MANIFESTS ITSELF, BULLYING WILL NOT BE TOLERATED AT

NEWPORT CE (VA) PRIMARY SCHOOL

Rationale for Challenging Bullying Behaviour

All children regardless of home environment, gender, race, faith, cultural or financial background, or ability are entitled to feel secure in the school environment;

1. Bullying makes pupils unhappy;
2. Pupils who are being bullied are unlikely to concentrate fully on their school work;
3. Bullying can cause lifelong emotional and physical damage;
4. Some pupils avoid being bullied by not going to school;
5. Pupils who observe unchallenged bullying behaviour are likely to copy this type of anti-social example

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. Pupils must be encouraged to report bullying in schools.

All adults who work in school must be alert to the signs of bullying and act promptly and firmly against it in accordance with the school policy.

Statutory Duty of Schools

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

Preventative Steps

The promotion of a Christian, supportive school environment where pupils manifest high self-esteem is the best prevention of bullying behaviour.

A whole school approach is judged to be the most effective and this involves action at various levels;

- School ethos
- Policy development
- Curriculum development – Worships and times of reflection, curriculum activities, PSHE, Circle time, Buddy Systems, Anti-Bullying Ambassadors,
- Support and training for adults and pupils in school
- Environmental design – play zones, friendship stops, displays
- Working in partnership with parents, pupils and the broader community

Identifying victim risk factors and addressing them, indicators such as:

- Lacking close friends;
- Being shy;
- Coming from an overprotective family environment;
- Being from a different racial or ethnic group to the majority;
- Being different in some obvious respect from the majority;
- Having special educational needs;
- Having low self-esteem/confidence;
- Lacking awareness of avoidance strategies;
- Being a 'proactive victim'- a child who struggles to behave when interacting with others,

Pupils should be encouraged to be proactive when involved in or witnessing bullying behaviour by:

- Not allowing someone to be deliberately left out of a group;
- Not smiling or laughing when someone is being bullied;
- Telling a member of staff what is happening.
- Encouraging the bullied pupil to join in with their activities or groups
- Telling the bullying pupil to stop what they are doing;
- Showing the bullying pupil they disapprove of their actions.

The following steps may be taken when dealing with incidents of bullying:

Occasional fighting or quarrelling between children should not automatically be called bullying.

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
2. If the incident is of a serious nature, a clear account of the incident will be recorded on a pastoral slip and given to the Head of School
3. If appropriate the Head of School will interview all concerned and will record the incident and inform the Executive Headteacher, or refer issue if needed
4. If appropriate the accused and victim will be spoken to together and parents informed
5. Class teachers will be kept informed and if it persists advise other appropriate staff
6. Parents will be kept informed
7. The Head of School will monitor the situation and report back to parents the outcomes of any involvement.
8. Sanctions will be used as appropriate and in consultation with all parties concerned

Pupils who have been bullied will be supported by:

1. Offering an immediate opportunity to discuss the experience with a member of staff
2. Reassuring the pupil
3. Offering continuous support
4. Restoring self-esteem and confidence
5. Staff monitoring

Pupils who have bullied will be helped by:

1. Discussing what happened
2. Discovering why the pupil became involved
3. Establishing the wrong doing and need to change
4. Informing parents or guardians to help change the attitude of the pupil
5. Opportunity for reconciliation
6. Staff monitoring

The following disciplinary steps can and may be taken:

- Official warnings to cease offending
- Exclusion from certain areas of school premises
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through worships, reflection time, RE, PSHE, circle time, class time and subject areas and anti-bullying themed lessons as appropriate.

Parents and Carers

Parents and carers have a crucial part to play in encouraging their children to behave appropriately in school. It is important that the child sees home and school working in harmony. If a parent perceives a 'bullying' problem they should bring it to the attention of their child's class teacher. The school will always listen carefully remembering children sometimes behave differently at school to home. This should be taken into account when parents are discussing concerns with the school. It is important children learn to share, take turns and also take 'no' for an answer. They cannot always have what they want and life may seem unfair. Adults' behaviour towards each other can set a good example to the children of how to behave responsibly when they reach adulthood.

Incidents of bullying outside the school's premises:

Although schools are not directly responsible for bullying off the school premises, we would still encourage victims "not to suffer in silence".

Actions the school could take, if deemed appropriate, include:

- talking to the local police about the problems within the Community

- talking to the Headteachers of the schools whose pupils are involved in bullying off the premises

Bullying can also take place via text messages, MSN and other means of 'cyber communication'. This often happens out of school hours, but has implications for the parties involved when they are in school. We would always talk to pupils and parents about the issues and take their concerns seriously.

Adult Bullying:

From time to time, adults behave inappropriately towards each other. If any parent feels that they are being treated inappropriately within our school community they must report this to the Head of school or Executive Headteacher immediately. On occasions, when a parent suspects another child of inappropriate behaviour towards their own child, they try to take matters into their own hands.

This can result in:

- Parents approaching other parents in groups
- Inappropriate verbal exchanges in front of pupils
- A breakdown in communication

If children are experiencing problems with other children, parents must not try to take matters into their own hands. Parents confronting other parents or pupils in the playground are not acceptable and could be viewed as bullying. The school should be informed immediately of any concerns so that we may intervene to resolve the problem to ensure our school community remains a happy, safe and enjoyable place where everyone wants to be.

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.

All the governors and staff at Newport CE Primary School are committed to sharing a common objective to help keep the children and staff of the school safe. We ensure that consistent effective safeguarding procedures are in place in order to support families, children and staff of the school