

# Nonsuch Primary School

## ANTI-BULLYING POLICY



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At Nonsuch we believe that all pupils and the whole school community have a right to learn and work in a supportive, caring and safe environment without the fear of being bullied. Bullying is a form of anti-social behaviour. It is wrong and will not be tolerated. This policy addresses all forms of bullying whether they occur on school premises, on the way to and from school or through cyber bullying.

Please read in conjunction with the Behaviour Policy, E-Safety Policy, Whistleblowing Policy, Equal Opportunities Policy and the Complaints Procedures.

### The purpose of this policy is to:

- Make it clear that in our school no one tolerates bullying behaviour in any form.
- Help to create an atmosphere where the whole school community feel confident to disclose concerns relating to bullying behaviour and believe that these will be taken seriously and acted upon appropriately
- Promote mutual respect and modelling of good behaviour amongst the whole school community
- Encourage all adults in the school and parents at home to be aware of and look out for bullying behaviour and report it immediately
- Contribute to a school environment where children feel emotionally and physically safe

### What is Bullying?

**Bullying behaviour deliberately causes hurt** (either emotionally or physically).

**Bullying is behaviour that is intentional and usually repeated over time** (though one-off incidents, such as the posting of an image or sending of a text that is passed around a group, can quickly spiral into bullying behaviour).

**One person or a group can bully others.**

**Bullying behaviour involves an imbalance of power** (the person or people on the receiving end feel like they can't defend themselves).

**It may be prejudice-based** related to special educational need, sexual orientation-lesbian, gay men, and bi-sexual people, sex, race, religion and belief, gender reassignment or disability.

Our school council describes bullying as:

- When someone is repeatedly trying to hurt your feelings
- When someone is always not nice to you
- Annoying people every day
- Following someone around and picking on them when no one is around

### Bullying can be:

*Physical:*

A child can be physically punched, kicked, hit, spat at, etc.

*Verbal:*

This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.

*Emotional:*

A child can be bullied simply by being excluded from discussions/activities.

*Damage to Property or Theft:*

Pupils may have their property damaged or stolen. Physical threats may be used by the child displaying bullying behaviour in order that the pupil hands over property to them.

*Virtual or cyber-bullying:*

Sending or posting of messages and images online or through mobile phones and causing social isolation

Bullying behaviour:

- Is not teasing between friends without intention to cause hurt.
- Is not falling out between friends after a quarrel or disagreement (though in some cases this can lead to bullying behaviour).
- Does not include activities that all parties have consented to and enjoy (coercion can be very subtle).

**Possible signs of bullying behaviours**

Children might:

- Be frightened of walking to or from school.
- Be unwilling to go to school.
- Change their route to school.
- Begin doing poorly in their school work.
- Come home regularly with books or clothes torn.
- Become withdrawn, start stammering.
- Become distressed, stop eating.
- Cry themselves to sleep.
- Have unexplained bruises, scratches, cuts.
- Have their possessions go missing.
- Ask for money or begin stealing money (to pay the child displaying bullying behaviour).
- Refuse to say what's wrong.
- Give improbable excuses to explain any of the above.
- Saying they feel ill but have no symptoms.

**Strategies to reinforce Nonsuch Primary's Policy on Anti-bullying and to prevent bullying from occurring:**

Every child has a personalised copy of the children's anti-bullying policy.

- Anti-bullying week.

- Children are made aware of the strategies to deal with low level issues and what to do in different situations including situations of bullying online.
- A 'taught' planned curriculum and a 'caught' reactive curriculum.
- Children participate in role play work in class as part of weekly Physical, Social and Health Education (PSHE).
- Visiting speakers.
- Making use of curriculum opportunities to raise pupil awareness e.g. through RE, cross curricula themes, drama, story writing and literature.
- A whole school reward system.
- Good quality role models.
- Adult modelling of appropriate response to a wide range of scenarios.
- Children & parents have a good knowledge of the procedure/policy.
- Children have a clear understanding of their rights & responsibilities.
- E-safety frequently discussed and taught.
- Quality training for all staff and governors.
- Adults to deal with a situation, even if minor. Talking to the children may prevent the situation escalating.
- Zero tolerance on inappropriate use of language (swearing, spreading rumours that someone is gay, suggesting that something or someone is inferior and so they are 'gay' e.g. you're such a gay boy or those trainers are so gay).
- Where appropriate, any incidents of bullying behaviour could be passed on to the police for prosecution.

### **What can children do if they are being bullied?**

Each term or when incidents occur, class teachers will discuss bullying behaviour and reinforce the following strategies (as written by our school council):

- Tell your parents, teacher and your friends straight away so they can help you
- Stand up to the bully if you see them bullying someone but don't put yourself in danger
- Read a book or do something different to take your mind off it
- Play with a group of friends, or join a group
- Remember that you aren't alone - tell somebody!

### **If bullying is suspected the school staff will:**

- Talk to the suspected victim, and any witnesses.
- Identify the child displaying bullying behaviour and talk about what has happened, to discover how and why they became involved. Make it clear that bullying behaviour is not tolerated at Nonsuch Primary School.
- If the child suspected of bullying behaviour does not own up, investigate further. If it is clear that they are lying (evidenced e.g. witness reports), continue with the procedure.
- All incidents of bullying behaviour are recorded and on the school's behaviour incident forms which are given to a member of SLT and kept in the assistant headteachers' office
- Continue monitoring the situation to ensure no repetition. The follow-up findings will be recorded on the school's behaviour incident forms.
- Support will be provided for the child who has displayed bullying behaviour to help them understand the effects of their actions. This may be through ELSA. Sanctions procedures outlined in the Behaviour Policy may be followed depending on the age of the child and the severity of the incident.
- Instigate exclusion procedures if the incidents persist and/or are causing a health and safety issue (see Behaviour Policy).

### **The role of governors**

- The governing body supports the Head Teacher in all attempts to eliminate bullying behaviours from our school. The governing body will not condone any bullying behaviours at all in our school, and any incidents of bullying behaviours that do occur will be taken very seriously, and dealt with appropriately.
- The governing body monitors incidents of bullying behaviour that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying behaviour, and to report to the governors about the effectiveness of school's anti-bullying policy.
- Should parents feel that the school has not responded and dealt appropriately with bullying behaviour, the governing body's Complaints Committee will listen to complaints from parents directed to them by the clerk as part of the complaints procedures.

### **The role of the Head Teacher (or in their absence a member of the senior leadership team)**

- It is the responsibility of the Head Teacher to implement the school Anti-bullying Policy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Head Teacher ensures that all children know that bullying is unacceptable behaviour.
- The Head Teacher ensures that all staff, including midday supervisors, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The Head Teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.
- The Head Teacher ensures that all parents/carers are aware of the school policy and procedures for anti-bullying.

### **The role of all staff**

- Model behaviour and relationships based on trust and respect
- Be vigilant and apply this policy fairly and fully
- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All adults deal with situations quickly to prevent escalation.
- All adults to follow up what they have said e.g. keeping an eye, follow up discussion etc.
- Teachers are responsible for recording of all incidents of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the child's parents and the Head Teacher.
- Staff record all incidents of bullying that occur both in and out of class. The school also record incidents that occur near the school, or on the children's way between school and home, that we are aware of. All adults who witness an act of bullying should record it on the school's behaviour incident forms and pass this to a member of SLT.
- When any bullying takes place between members of a class, the teacher will deal with the issue immediately, in accordance with Nonsuch procedure, including counselling and support for both the victim and perpetrator of the bullying as appropriate.
- All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all.

### **Role of the Pupils**

- Share the children's policy with an adult at home (or at school) and ensure you understand it.

- Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own. Take action!
- If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.
- Tell a trusted adult if you feel you or someone you know is a victim of bullying.
- Expect to be taken seriously.
- Expect adults to talk to the victim(s), perpetrator(s) and witnesses to fully understand the situation.
- Share observations both positive and negative with your class school council member.
- Put a note into the class worry box if you are concerned about anything (this can be done anonymously).

### **Role of Parents**

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete school work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your concerns will be taken seriously and appropriate action will follow.
- **If a child has bullied your child, please do not approach that child or their parent(s) on the playground or involve an older child to deal with the bully. Please inform school immediately.** Initially, please contact your child's teacher via the school contact book or school office to make an appointment. If the situation persists or you are unsatisfied with the outcome please contact the head teacher via the office.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying behaviour, please discuss the issues with them and inform school. The matter will be dealt with appropriately.
- Support the school as it supports your child moderate his/her behaviour if they have been identified as exhibiting bullying behaviour, Reiterate that bullying is not tolerated. School and home working together is a powerful motivator for your child to address their behaviour.
- If a parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure (available on the website or a hard copy from the office) by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via the clerk (please hand a letter to the office who will forward it to the clerk). The governing body will convene a Complaints Panel hearing if the initial stages have been completed and the matter has remained unresolved. They will then consider the complaint and report their decision. Complainants who are unhappy with the decision of the governing body's Complaints Panel wish to take their complaint further, they will have to refer it to the Secretary of State.

### **What can parents do if they think their child might be demonstrating bullying behaviours?**

- Do not panic!
- Arrange to speak to your child's teacher who can help your child to change those behaviours
- School staff are best placed to help children develop relationships so please, if another parent approaches you about your child's behaviour, ask them to come and speak to the school.

## **Further support/advice**

### Support for children and young people

Childline [www.childline.org.uk](http://www.childline.org.uk)

Cybermentors [www.cybermentors.org.uk](http://www.cybermentors.org.uk)

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

### Support for parents and carers

Advisory Centre for Education [www.ace-ed.org.uk](http://www.ace-ed.org.uk)

Parentline Plus [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

### Cyberbullying

Childnet [www.childnet-int.org](http://www.childnet-int.org)

Thinkyouknow (CEOP) [www.thinkyouknow.co.uk](http://www.thinkyouknow.co.uk)

StopTextbully [www.stoptextbully.com](http://www.stoptextbully.com)

Cyberbullying.org [www.cyberbullying.org](http://www.cyberbullying.org)

### Sexual or gender-related bullying

Aim project [www.aimproject.org.uk](http://www.aimproject.org.uk)

NSPCC [www.nspcc.org.uk](http://www.nspcc.org.uk)

Brook [www.brook.org.uk](http://www.brook.org.uk)

Teen Boundaries [www.teenboundaries.co.uk](http://www.teenboundaries.co.uk)

Women's Aid [www.womensaid.org.uk](http://www.womensaid.org.uk)

### Bullying related to special educational needs and disabilities

Mencap [www.mencap.org.uk](http://www.mencap.org.uk)

National Autistic Society [www.autism.org.uk](http://www.autism.org.uk)

Young Minds [www.youngminds.org.uk](http://www.youngminds.org.uk)

Every Disabled Child Matters [www.edcm.org.uk](http://www.edcm.org.uk)

### Homophobic bullying

Stonewall [www.stonewall.org.uk](http://www.stonewall.org.uk)

Schools Out [www.schools-out.org.uk](http://www.schools-out.org.uk)

Each [www.eachaction.org.uk](http://www.eachaction.org.uk) (*Educational action challenging homophobia*)

### Other specialist agencies

Combating Obesity [www.combatingobesity.org.uk](http://www.combatingobesity.org.uk)

Changing Faces [www.changingfaces.org.uk](http://www.changingfaces.org.uk) (*supports people with disfigurements to the face or body from any cause*)