

# Newberries Primary School

*'Play Together, Learn Together, Achieve Together, Grow Together'*



## ***Anti-Bullying Policy***

### **Aims**

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

**Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves (imbalance of power).**

The four main types of bullying are:

- physical (hitting, kicking, theft);
- verbal (name calling, racist remarks);
- indirect (spreading rumours, excluding someone socially);
- cyber-bullying (elements of above via social media or other technologies)

At Newberries Primary School, we use the SEAL materials as part of our PSHE curriculum to discuss issues around bullying. This includes a whole school focus on Anti-Bullying in the Autumn Term which coincides with National Anti- Bullying Week. Discussions are always linked to our school's Golden Rules and core shared Values:

**Respect    Fairness    Honesty    Kindness    Forgiveness    Inclusion**

Pupils who are a target of bullying 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 always be encouraged to report bullying in schools.

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

### **Statutory Duty of Schools**

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

## **Implementation**

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached;
- a clear account of any incidents will be recorded and given to the Headteacher or Deputy Headteacher;
- a member of staff will interview all concerned and will record the incident;
- relevant staff will be kept informed and involved;
- parents will be kept informed as appropriate, ensuring confidentiality for those involved;
- Sanctions will be applied in line with the school's Behaviour Policy, focusing on consequences. These will be explored in order to raise awareness of the potential impact of this undesirable behaviour.
- Supportive measures would be implemented where necessary.

## **Pupils**

Pupils who have been bullied will be supported in a range of ways including:

- offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice;
- reassuring the pupil;
- offering continuous support;
- restoring self-esteem and confidence;
- ensuring that those who bullied them understand the consequences of their behaviour.

Pupils who have bullied will be helped by:

- experiencing defined consequences – in line with the school's Behaviour Policy;
- discussing what happened;
- discovering why the pupil became involved;
- establishing the wrong doing and need to change;
- informing parents or guardians to help change the attitude of the pupil.

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Signed:

Date:

Chair of Governors