



Nursery Hill Primary

Anti-Bullying Policy

DATE REVIEWED: September 2023

DATE APPROVED: September 2023

By

NEXT REVIEW DATE: September 2025

Signed: Alexis Gardner Chair of Governors

Signed: Sarah Jeans Headteacher

Introduction

It is a legal requirement, under Section 89 of the Schools and Inspections Act 2006, that all maintained schools must have in place measures to prevent all forms of bullying among pupils, and that these should be part of the school's Behaviour and Anti-Bullying policies.

The Department for Education guidance for schools entitled *Preventing and tackling bullying July 2017* defines bullying as: "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally". The guidance goes on to say that, "Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities". Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or excluded from social interaction).

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 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.

Aims and objectives

- ✓ All Governors, staff, parents and children should understand what bullying is.
- ✓ All Governors and staff should know what the schools Anti Bullying Policy is and follow it when bullying or cyber-bullying is reported.
- ✓ All pupils and parents should be aware of the procedures to follow in the School's Anti-bullying policy.
- ✓ As a school we take bullying very seriously. Pupils and parents know that they will be fully supported when bullying or cyber-bullying is reported.
- ✓ Bullying and cyber-bullying will not be tolerated. It is our responsibility to ensure that when it occurs, any incident of bullying is dealt with in line with this policy.

We believe in Warwickshire County Council's overarching vision that every child and young person, including those who are vulnerable or disadvantaged, has the best possible start in life and develops to their full potential.

The needs of children/young people:

In particular, children and young people have the right to:

- ✓ be able to grow and develop in safety and free from prejudice and discrimination;
- ✓ be listened to and have their views taken into account;
- ✓ be treated with respect;
- ✓ belong to and be valued in their community;
- ✓ see their needs and interests at the heart of everything we all do.

The role of the teacher and support staff

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

All bullying incidents are electronically documented making relevant staff aware. Relevant staff will document how the incident has been responded to and any next steps required.

This will involve fully investigating the situation, and may then involve informal counselling and support for the victim, and taking direct preventative action with the perpetrator. Time is spent talking to the child who is the perpetrator, explaining to them why their action was wrong and how they should change their behaviour in future. We then invite the child's parents or carers into the school to discuss the situation. In more extreme cases, e.g. where these initial discussions have proved ineffective, the Headteacher may contact external support agencies, such as Social Services.

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.

Teachers and other members of staff are particularly aware of the recent increasing opportunities for 'cyber

bullying' through text messaging on mobile phones, or on social networking sites on the Internet. The school takes steps to make parents and carers aware of the dangers of unsupervised use of mobiles phones or the Internet, and to educate pupils about the proper use of modern technologies.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand and empathise with the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

If bullying occurs:

- A secure environment is provided in which incidents can be reported confidently.
- A log is kept of bullying incidents (including the date of the incident/s)
- The pupil who has been bullied should be made to feel safe and treated in a respectful manner.
- All pupils should be aware/shown that bullying is taken seriously.
- Consistency is of the utmost importance in the recording of incidents and the response to bullying.
- The school should protect and support all parties involved.
- The person who has bullied should be encouraged to behave in an acceptable way.
- Interventions should be closely monitored and followed up appropriately.

Procedures:

- Bullying and cyber-bullying incidents are logged and reported.
- Incidents will be reported to Special Educational Needs Co-ordinator (SENCO), Pastoral Lead and Senior Leadership Team (SLT).
- In serious cases of bullying parents of all children involved should be informed and will be asked to come and have a meeting to discuss the incident. This may involve: Teachers, Teaching assistants, Senior Leadership Team (SLT).
- The bullying behaviour is investigated and the bullying will be stopped quickly.
- The bully/bullies will receive support to change their behaviour (e.g. Pastoral Lead, Teachers and external agencies if necessary).
- All incidents will be followed up and monitored.

The role of the Governing Body

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. The Governing Body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The Governing Body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The governing body responds within ten working days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher, and asks her to conduct an investigation into the case if she has not already, and to report back to a representative of the Governing Body.

The role of Parents and Carers

Parents and Carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Senior Teacher for their Key Stage. If they remain dissatisfied, they should contact the Headteacher. After this, if parents remain concerned that their worries have not been taken seriously or acted upon appropriately, they should follow the school's Complaints

Procedure. The complaints procedure can be accessed from our website or the school office.

Parents and Carers should be aware of the increasing dangers of 'cyber bullying', through the sending of text messages to mobile phones or the posting of personal information or views on social networking sites, and should exercise due parental responsibility in supervising their children's use of phones and the Internet.

Parents and Carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know. Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

Our School Council has developed its own anti-bullying code and has an important role in monitoring the effectiveness of our policy, and communicating their views to school staff.

Confidentiality:

All members of staff should ensure that they are familiar with the school's confidentiality policy.

Dissemination of the policy:

This policy is disseminated to parents through:

- On request from the School Office;
- The school's website;
- School newsletters.

This policy is disseminated to staff at the beginning of every autumn term and to new staff as part of their induction.

This policy is disseminated to children through:

- Assemblies (linked to children's Rights and Responsibilities)
- Key national events such as Safer Internet Day
- Class Discussions
- PSHE
- Anti-bullying work

Monitoring and Review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to Governors on request about the effectiveness of the policy.

The anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, where incidents of bullying are recorded, and by discussion with the Headteacher. Governors analyse information for patterns of involvement of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs, having regard to the Equality Act 2010.

This policy will be reviewed every two years, or earlier if necessary.

Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2560	www.actagainstabullying.com
Advisory Centre for Education (ACE)	0207 704 3370	www.ace-ed.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk
Bullying Online	020 7378 1446	www.bullying.co.uk
BBC	not available	www.bbc.co.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
Kidscape	020 7730 3300 (general enquiry number)	www.kidscape.org.uk
	08451 205 204 (helpline for adults only)	www.beyondbullying.com
NSPCC	0207 825 2500	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk
The Children's Legal Centre	0800 783 2187	www.childrenslegalcentre.com
The Office of the Children's Commissioner	0844 800 9113	www.childrenscommissioner.gov.uk
UK Government Website	not available	www.direct.gov.uk