



NEWHALL

PRIMARY ACADEMY AND NURSERY

“Aiming high; Reaching higher”

Anti-Bullying Policy

Audience:	Parents School staff Local Governing Bodies
Approved:	May 18
Other related policies:	Equality, SEND, Child Protection, E-Safety, Attendance, Health and Safety, Behaviour
Policy owner:	Headteacher
Policy model:	Newhall
Review:	Reviewed March 2022
Version number:	3

Honesty Respect Responsibility Resilience Aspiration Reflection

Introduction

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils are aware that they should tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying seriously.
- Pupils and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

Designated Member of Staff – Mrs Charmaine Ward

What Is Bullying?

We don't allow any unkind or cruel behaviour in our school. But not all unkind or cruel behaviour is bullying. As a school, we regularly discuss what bullying is so that children will recognise it if it happens.

Newhall Academy has adopted the Essex County Council definition of bullying:

"Bullying is any behaviour which is perceived by the targeted individual or any other person, as intending to hurt, intimidate, frighten, harm or exclude. It is usually persistent and an abuse of power, leaving the targeted individual feeling defenceless."

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	Pushing, kicking, hitting, punching or any use of violence
Racist	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of or focussing on the issue of sexuality
Verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of internet, such as email, social networking sites and chat room misuse Mobile threats by text messaging & calls Misuse of associated technology, i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. As a school, we take our responsibility to respond promptly and effectively to issues of bullying seriously.

Signs and symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to and from school
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins truanting
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions go “missing”
- Asks for money or starts stealing money (to pay the bully)
- Has dinner or other monies continually “lost”
- Has unexplained cuts or bruises
- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your School Council rep
- Tell a teacher or adult whom you feel you can trust
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your Circle Time
- Ring Childline and follow the advice given

Procedures

1. Report bullying incidents to staff. All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff
2. The incidents will be recorded by senior staff using the incident log
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. All incidents of bullying will be discussed with all relevant staff during Monday morning briefing. Parents of the children involved will also be informed, in order that everyone can be vigilant and that bullying may be prevented from happening in the future.
8. Incidents of bullying will be discussed with the Governing Body (Safeguarding Governor)

Outcomes

1. All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.
2. Parents of the victim may also be questioned about the incident or about their general concerns.
3. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place including time out, internal exclusion
4. In some cases, outside agencies may be requested to support the school or family in dealing with bullying eg police, counsellor etc.
5. In serious cases, suspension or even exclusion will be considered.
6. If possible, the pupils will be reconciled.
7. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We feel that it is as important to try to prevent bullying, as it is to deal with incidents of bullying. In this way, we hope that we are preparing children for life outside school as well as ensuring that time in school is happy and safe.

- The ethos and working philosophy of Newhall means that all staff actively encourage children to have respect for each other and for other people's property
- Good and kind/polite behaviour is regularly acknowledged and rewarded
- Staff will regularly discuss bullying. This will inform children that we are serious about dealing with bullying and lead to open conversations and increased confidence in children to want to discuss bullying.
- Staff will reinforce expectations of behaviour as a regular discussion.
- Staff will follow the equality policy; welcoming every child to our school
- Staff must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.
- Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings.

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- Holding anti-bullying days/weeks
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays
- Having discussions about bullying and why it matters
- Using circle time to address issues as a class
- Using 'worry boxes' or feelings circles so that children can express that they need to talk in private

Advice to Parents

As the parent of a child whom you suspect is being bullied-

1. Report bullying incidents to the class teacher
2. In cases of serious bullying, the incidents will be recorded by staff and the Head Teacher notified.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour.

Do Not:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents.
- Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to resolve.

Useful Website Addresses

The information contained on these websites may be of interest:

www.dfes.gov.uk/bullying

www.childline.org.uk

www.antibullying.net

www.bullying.co.uk

Appendix 1

Nursery Policy

In accordance with the above guidance, bullying can occur in a nursery environment.

Bullying is wrong and is damaging to individual people. Newhall Nursery proactively implements policies and procedures to prevent this, by developing a nursery in which bullying is regarded as unacceptable.

We aim to deliver a safe and secure environment where all children can play and learn without fear or anxiety.

We aim to make all those connected with the nursery, aware of our opposition to bullying and staff have a responsibility to eradicate bullying in our nursery.

We do not tolerate any kind of bullying as stated above on any grounds whatsoever, and support all parties involved to gain a full understanding of our ethos.

Rough and Tumble Play

The pre-School Learning Alliance has acknowledged and highlighted the need to recognise rough and tumble play as distinct from inappropriate or aggressive behaviour. Television or films, which include superheroes, often influence young children or weapon play and they will mimic this behaviour through their play. We endorse the following strategies to manage this kind of play:

- Recognise that this is pro-social play rather than aggressive
- Set boundaries for the games to be set out in
- Use planning opportunities to discuss the concept of 'good' and 'bad'.
- Support the play to find alternative solutions to weapon play, exploring different scenarios.

Hurtful Behaviour

Very young children are 'egocentric' which means that they put their own feelings before others, and even the most considerate child will have the occasional outburst due to frustration, anger or over exuberance. We acknowledge that this is a developmental area that needs to be nurtured and supported and that very young children do not intentionally wish to cause hurt. If hurtful comments are made, our strategies are:

- To recognise that very young children are not always able to manage their own feelings and deliver them appropriately
- Assist in this management to support their biological and cognitive development.
- Offer support to both parties and to discuss the issues through play, story times and circle time activities.

Anti - Bullying Procedure

The role of the nursery manager

- It is the responsibility of the manager to implement the Nursery anti-bullying strategy and to ensure that all staff (paid/unpaid) are aware of the policy and know how to deal with incidents of bullying.
- The manager ensures that all children begin to learn that bullying is wrong and that it is unacceptable behaviour in the nursery. The manager draws the attention of everyone to this fact through staff meetings and monitoring that this is being implemented on a regular basis.
- The manager ensures that all staff are in receipt of enough training to be equipped to deal with any incidents of bullying.
- The manager sets the nursery climate of mutual support and praise for successes, so making bullying less likely. When people feel they are important and belong to a friendly and welcoming setting, bullying is far less likely to occur.

The role of staff

- Staff in the nursery take all forms of bullying seriously and intervene to prevent incidents from taking place. A record is kept of all incidents of bullying that happen in the nursery and these are shared with the manager.
- If staff witness an act of bullying, they will do all they can to support the person or persons who are being bullied. If a child is being bullied over a period, then, after consultation with the manager, the key worker informs the child's parent.
- For all incidents of bullying, a record will be kept on CPOMS. We record all incidents of bullying that occur within the nursery.
- If practitioners become aware of any bullying taking place between members of a group, we deal with the situation immediately. This will involve supporting all parties to understand that this is not acceptable to be bullied, to be the recipient of bullying, and that the nursery will deal with the situation very seriously. If the patterns repeat of bullying the child's parents should be asked to meet with the manager.

The role of parents

- Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the nursery manager immediately.
- Parents have a responsibility to support the nursery's anti bullying policy and actively encourage their child to be a positive member of the nursery.
- Parents are always expected to help develop their child's social skills, in support of the nursery ethos.