



Norton St Nicholas CofE (VA) Primary School

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Anti-Bullying Policy

What is Bullying?

In our school we believe that bullying is unkind behaviour; although not all unkind behaviour is bullying.

We believe that bullying:

- goes on for a while, or happens regularly,
- is deliberate. The other person wants to hurt, humiliate or harm the target,
- involves an imbalance of power; someone (or several people) who is stronger in some way than the person being bullied. The person doing the bullying has more power; they are older, stronger, there are more of them or they have some 'hold' over the target (e.g. they know a secret about them).

Bullying behaviour can include:

- Physical – hitting, kicking, taking or damaging belongings.
- Verbal – name calling, insulting, making offensive remarks.
- Misuse of technologies – sending texts on mobile phones, sending hurtful messages by e-mail.
- Indirect – spreading nasty stories about someone, exclusions from social groups, being made the subject of malicious rumours.

Bullying is not:

- A one-off fight or argument
- A friend sometimes being nasty
- An argument with a friend
- Falling out after a quarrel, disagreement or misunderstanding
- Activities that all parties have consented to and enjoyed
- The first hurtful incident between the children

Single incidents of verbal or physical attack and behaviour are taken seriously and dealt with according to our school's Behaviour Policy.

Bullying takes place in many ways and in many locations – the school, once aware will work to address any concerns regarding bullying behaviour to/from school and will work to support those affected by cyberbullying.

How to report allegations of bullying and bullying behaviour

It is vital that allegations of bullying behaviour are raised quickly. Bullying problems can only be resolved once they are known about. Children who think they are experiencing bullying should report this to a member of staff immediately. Any child who witnesses bullying behaviour should report what they see to a member of staff also. Equally, our school will respond to allegations of bullying raised by any adults working in the school and parents.

The school has developed a self-referral form (Appendix 1) that can be used by children and handed to a member of staff.

Preventing Bullying

In our school staff act firmly against bullying whenever it occurs. Children are educated about anti-bullying in a variety of ways including through the teaching of PSHE and assemblies. In this way pupils are made aware of what is and is not bullying and the role of the bystander or witness. Pupils are also taught to use mobile phones (out of school) and the internet safely and what to do if things go wrong or if anything makes them feel uncomfortable.

Children in our EYFS 2 class receive a buddy from Year 6 when they first join the main school. This buddy helps the child to integrate at lunchtimes and shows them how to play different games.

All pupils at Norton St Nicholas are consulted in the creation of the anti-bullying policy and are therefore aware that they must report any incidences of bullying and that these will be dealt with appropriately.

The school aims to keep all staff trained in recognising and dealing appropriately with bullying incidents.

Everyone has a role to play in the prevention of bullying.

Responsibilities

Staff should:

- Act – and importantly be seen to act – firmly against bullying wherever it occurs;
- Ensure that all members of the school community abide by the behaviour policy of the school and by the codes established in the Home School Agreement;
- Ensure that pupils are clearly aware of the school's response to bullying;
- Monitor all incidents of bullying, noting the nature of the incident, a description of the incident, a note on the action taken and a list of the people concerned;
- Review termly by the Headteacher the practice of the policy and annually report findings to the governing body (Summer Term report). These reviews should include the number of incidents over a period of time and consider any further action needed to reduce the risks of incidents;
- Act as a positive role model for pupils;
- Ensure that other members of staff are made aware of any incidents as they occur through the 'children' agenda item on every staff meeting – line managers will pass on information to their teams of support staff;
- Respond in a way that promotes inclusive education, offering support to both the victim and the child carrying out the bullying.

Pupils should:

- Abide at all times by the guidelines in the school's Behaviour Policy and by the codes established in the Home School Agreement;
- Be involved in any discussions and reviews relating to the anti-bullying policy;
- Learn what constitutes bullying and its effects and know that it is unacceptable;
- Have opportunities to develop appropriate social skills and skills to resist bullying;
- Understand that bystanders / witnesses have an obligation to report incidents of bullying;
- Be encouraged to celebrate each other's differences;
- Be encouraged to make use of play buddies and peer mediators

Parent/carers should:

- Support at all times the guidelines in the school's Behaviour Policy and the Home School Agreement;
- Lead by example in the way they conduct themselves in and around the school;
- Discourage their children from using bullying behaviour in or out of school;

- Take an active interest in their child's school life, watching out for signs that their child is being bullied or carrying out bullying behaviour;
- Be informed if their child has been involved in an incident of bullying;
- Be supported with their child when the child has been bullied.

The Governors should:

- Review the school's anti-bullying policy annually;
- Help to explain and comment on the policy to all interested parties;
- Ask for information to help monitor, implement and evaluate the effectiveness of the policy.

Lunchtimes

MSAs are made aware of what constitutes bullying and how they can work to eliminate bullying behaviour, whilst supporting pupils who make allegations. MSAs are encouraged to carefully supervise the playground to look for signs of potential bullying.

Signs and Symptoms that may indicate Bullying

Although a pupil who shows one or more of these indicators is not necessarily being bullied, these are some indicators that children who are being bullied often display:

- Frightened or unwilling to come to school
- Begging to be driven to school
- Becoming withdrawn
- Starting to stammer
- Crying themselves to sleep
- Beginning to do poorly in school work
- Displaying personality changes
- Frequently complaining of being unwell
- Having unexplained bruises and injuries
- Having possessions destroyed or having lost them with no convincing explanation
- Showing reluctance to go onto the playground
- Refusing to say what's wrong

Staff should be aware of these and report to the child's Class Teacher and / or member of their line manager if they are concerned about a child.

Indications of those at risk from Bullying

Indications of those at risk from bullying may include:

- Certain protected characteristics (e.g. homophobic, gender based, racism and religion, SEN and disabilities)
- Lack of friends
- Isolation
- Poor communication and / or co-ordination
- Unusual physical characteristics
- Volatile, sulky or tearful behaviour
- Inexplicable behaviour
- Choosing to stay with adults
- Illness and absenteeism
- Lateness
- Unpopular families
- Accents or racial differences
- Vulnerability through being a looked after child or child protection issues

However, pupils who are bullied may equally not fall within any of these categories.

Dealing with Incidents of Bullying

Anyone who bullies is made aware of the effect of their actions. It is made clear to them that they are bullying, that their behaviour is not acceptable and that it will not be tolerated. Staff will also aim to understand why the child has engaged in bullying behaviour and respond with the results of this appropriately. Therefore, the reaction to bullying is guided by individual needs. The school will firstly consider a restorative problem solving based approach.

All incidences of confirmed bullying are reported to the parents of the child who is carrying out the bullying, who will be informed that the incident has been recorded. If the bullying continues, then the steps in the Behaviour Policy are followed.

Many external agencies can be involved if needed including the School Nurse, Educational Psychologist and the Behaviour Support Team.

All allegations of bullying are logged in the incident file, available in the Head Teacher's office. This is reviewed by the Headteacher alongside the Golden Time record termly to inform staff of any patterns of behaviour and to inform policy and practice at a whole school level.

Supporting a victim of bullying

It is important to remember that a bullied child will be very upset; although they may not show it on the outside, and if they have gathered the courage required to talk to an adult they will need to be reassured that the problem will be taken seriously. The nature and level of support required will depend on the individual circumstances and the level of need. However, it is important that a bullied child is given the opportunity to state how they feel, to have their voice heard, and that they feel safe. For these reasons, at the least, the child will be asked what support they would like and what arrangements could be made at break times and/or in the classroom to make the situation easier.

False allegations

Bullying is a very emotive term and, as such, false allegations of bullying can be incredibly harmful. We expect the term to be used sensitively and discreetly. False allegations of bullying will be taken seriously and dealt with through the school behaviour policy for children and through the behaviour warning system for parents/carers.

Complaints

School investigations into bullying incidents and allegations should be seen as final. However, parents who are not satisfied may refer to the school published complaints procedure.

Reviewed: November 2015

Next review Date: November 2016

This policy has been reviewed and has been assessed as being compliant with the requirements of the Equality Act 2010



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Pupil Bullying and Prejudice Report Form

It is wrong for anyone to:

- Bully you.
- Take or harm your things.
- Hurt you or call you names.
- Make you feel frightened or stop you from going places.
- Touch you without your permission.
- Be nasty to you (or others) because of your background and how you look (for example, because you are a boy or girl, or because of your skin colour or if you have a disability etc).

If you have experienced any of these things please tell us. We are sorry it has happened and want to stop it from happening again.

- You can fill in this form yourself and give it to your Teacher.
- You can also speak to any member of staff and ask them to fill in a form for you.

We will respond to your report sensitively.

What is your name and your class?
What happened to you and who was involved?
When did it happen?
Where did it happen?
Did you tell anyone? Who?
What do you want the school to do?