



Anti-Bullying Policy

Date: **October 2024**

To be reviewed: **October 2027**

This policy covers our school's approach to Anti-Bullying. It was produced by the PSHE team through consultation with Senior Leaders and The Board of Trustees.

1 Statement of Intent

- 1.1 We are committed to providing a caring, friendly and safe environment for all of our children in our care so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all children should be able to 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. We call this being an 'Upstander' to bullying.

2 What is bullying?

- 2.1 At Norbreck we work hard to ensure pupils, parents and staff know what bullying is. Bullying is when someone says or does something *intentionally* hurtful and they *keep doing it* even when you tell them to stop or show them you're upset over a period of time.
- 2.2 Bullying takes place where there is an imbalance of power of one person or persons over another. This can be achieved by:
- the size of the individual;
 - the strength of the individual;
 - the numbers or group size involved;
 - anonymity through the use of cyber bullying or using email, social networking sites, texts etc.
- 2.3 It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships. We talk about the differences between 'banter' and 'bullying'.

- 2.4 Bullying is not when someone says or does something *unintentionally* hurtful and they do it once. That is RUDE.
- 2.5 Bullying is not when someone says or does something *intentionally* hurtful and they do it once. That is MEAN.
- 2.6 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 focusing on the issue of sexuality;
 - Verbal name-calling, sarcasm, spreading rumours, teasing;
 - Online All areas of internet, such as email & social media, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities.

3 Why is it Important to Respond to Bullying?

- 3.1 Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Bullying has the potential to damage the mental health of a victim. Children who are bullying need to learn different ways of behaving.

4 Anti-bullying Ambassadors

- 4.1 Each year, eight children within Key Stage Two apply to become an Anti-Bullying Ambassador. Once elected, children attend the Diana Award Anti Bullying Ambassador Training and the National Conference (if available) in order to learn how to support their peers with friendship difficulties that arise during playtimes and strategies to actively take a stand against bullying.
- 4.2 The Ambassadors attend regular meetings with the Deputy Headteacher to write, review and carry out work on the Anti-Bullying Action Plan.
- 4.3 The Ambassadors are visible on the school playground and wear blue high-visibility jackets for children to see their presence should they need to speak to them.

5 Objectives of this Policy

- 5.1 Our objectives and aims for this policy are:
- All Board of Trustees, teaching and non-teaching staff, children and parents should have an understanding of what bullying is.
 - All Board of Trustees and 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.

6 Signs and Symptoms

6.1 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 or from school;
- doesn't want to go on the school / public bus;
- begs to be driven to school;
- changes their usual routine;
- is unwilling to go to school (school phobic);
- begins to truant;
- 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 which are damaged or " go missing";
- asks for money or starts stealing money (to pay 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's wrong;
- gives improbable excuses for any of the above;
- is afraid to use the internet or mobile phone;
- is nervous & jumpy when a cyber message is received;

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

7 Procedures

7.1 All staff will respond calmly and consistently to all allegations and incidents of bullying at Norbreck Primary Academy. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. This will involve intervention from the school's Pastoral Team who will work with the children involved, their parents and staff whilst allegations and incidents are investigated and resolved.

7.5 The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

- 1) Report all bullying allegations and incidents to staff.
- 2) Staff will make sure the victim(s) is and feels safe.
- 3) Appropriate advice will be given to help the victim(s).
- 4) Staff will listen and speak to all children involved about the incident separately.
- 5) The problem will be identified and possible solutions suggested.
- 6) Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
- 7) Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- 8) Staff will reinforce to the bully that their behaviour is unacceptable.
- 9) The bully or bullies may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied.
- 10) If possible, the pupils will be reconciled.
- 11) An attempt will be made, and support given, to help the bully or bullies understand and change his/her/their behaviour.
- 12) All cases of bullying will be recorded on the school's online system, 'Safeguard'.
- 13) In serious cases, parents will be informed and will be invited to come into school for a meeting to discuss the problem.
- 14) After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 15) Bullying incidents will be discussed and monitored regularly at weekly Pastoral Meetings.
- 16) The number of bullying incidents are recorded and reported to the Local Authority annually.

8 Outcomes

8.1

- The bully or bullies may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, in- school exclusion or fixed or permanent exclusion will be considered.
- If possible, the pupils will be reconciled.
- After the incident/s have been investigated and dealt with, each case will be monitored by the Pastoral Team and other staff members to ensure repeated bullying does not take place. Support will be given to the child/ren involved including restorative work with the bully/bullies.

8.2

In addition, The Anti-Bullying Ambassadors outlined some suggested sanctions:

- apologise to the victim(s) verbally or in writing;
- lose privileges;
- lose playtimes;
- spend playtimes and lunchtimes with the Assistant/ Deputy/ Headteacher;
- be removed from class and work in isolation;
- be withdrawn from participation in school visits, clubs and events not essential to the curriculum.

9 Strategies for the prevention and reduction of bullying

- 9.1 The ethos and working philosophy of Norbreck Primary Academy means that all staff actively encourage children to have respect for each other and for other people's property. Good manners, politeness and kind, considerate behaviour is acknowledged and rewarded.

- 9.2 Kindness is at the core of all we do. Children know that Norbreck is a kind school. This message and how to uphold it, is frequently discussed.
- 9.3 Staff regularly discuss bullying as part of day-to-day discussions and PSHE lessons. This will inform children that we are serious about dealing with bullying. This will lead to open conversations and help to increase children's confidence to discuss bullying should they need to report any incidents and concerns about other children's behaviour.
- 9.4 Staff reinforce expectations of behaviour as a regular theme in line with our 'Behaviour Policy'.
- 9.5 Whole school initiatives and proactive teaching strategies are used throughout our school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

Some of which include:

- the availability of the Pastoral Team during the school day for children to talk to and where support can be provided;
- the Pastoral Team provide structured sessions to help children who have low esteem and confidence through the use of nurture groups. Other groups or 1-1 sessions are delivered to help children with anger management issues, difficulties with forming and maintaining friendships etc.
- regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the Anti-Bullying Policy;
- a 'child speak' version of the policy for children and display this around the school environment;
- National Anti-Bullying week, Odd Socks Day, Stand-Up to Bullying Day and Kindness Day, are high profile events each year;
- Awareness raising through regular anti-bullying assemblies;
- PHSE (Personal, Health & Social Education) scheme of work from Reception to Year 6 is used to support this policy;
- circle time on bullying issues;
- our Anti-Bullying Ambassadors are visual around school to help;
- Anti-Bullying Ambassadors attend training and The National Anti-Bullying Conference provided by The Diana Award.
- Information is available to parents via the school website explaining school services and additional help available;
- sessions on the Life Education Bus use drama activities and role-play to help children be more assertive and teaches them strategies to help them deal with bullying situations;
- anti-bullying displays around school, showcase some of the work year groups have produced;
- anti-bullying displays are put in prominent areas of the school;
- 'Worry' boxes are available in each classroom where children can write and post their concerns and ideas;
- playground improvements and initiatives- a structured timetable full of activities to engage children;
- Year 5 PALs and Year 6 Buddy's help children to develop their leadership skills and promote positive relationships amongst children;
- implementation of the Positive Play Lunch Club;

- staff follow the whole school 'Behaviour Policy' and Traffic Light system;
- the whole school community to model appropriate behaviour towards one another;
- regular anti-bullying training is provided for all staff;
- information is produced for parents to show and explain information about anti-bullying and what we do in school to promote awareness;
- an ethos where inappropriate behaviour and language is always challenged. It is everyone's responsibility to challenge it;
- a whole school consistent approach to logging incidents online using 'Safeguard';
- Pastoral meetings to monitor incidents.

10 Monitoring and evaluation of the policy

- 10.1 To ensure this policy is effective, it will be regularly monitored and evaluated by questionnaires completed by the whole school community, together with surveys and incidents recorded on Safeguard.
- 10.2 This policy will be reviewed every three years.

11 Sources of further information, support and help.

- 11.1 There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Name of organisation	Telephone number	Website
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bullying Online	020 7378 1446	www.bullying.co.uk
Childline	0800 1111 (helpline for children) 020 7730 3300 (general enquiry number)	www.childline.org.uk
Kidscape	08451 205 204 (helpline for adults only)	www.kidscape.org.uk
NSPCC	0207 825 2500	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk
The Diana Award	020 7628 7499	http://diana-award.org.uk/

This Anti-Bullying Policy should be read in conjunction with the following policies:

- Online Safety Policy;
- Behaviour Policy;
- PSHE Policy.

NORBRECK PRIMARY ACADEMY

IS IT

BULLYING?

RUDE

When someone says or does something *unintentionally* hurtful and they do it once.

MEAN

When someone says or does something *intentionally* hurtful and they do it once.

BULLYING

When someone says or does something *intentionally* hurtful and they *keep doing it* even when you tell them to stop or show them you're upset.

Remember, if you do have any worries there are lots of people who can help.

STAND UP - STAND STRONG - STAND TOGETHER

Anti-Bullying Code



Norbreck is a caring and friendly school.
We do not agree with bullying and believe that everyone
has the right to feel happy and safe.



What is Bullying?

Bullying is when someone says or does something *intentionally* hurtful and *they keep doing it* even when you tell them to stop or show them you're upset.

Bullying can be:



Verbal



Online



Physical



Indirect

How do we stop Bullying?

We learn about what bullying is and what we should do if it happens to us.

We follow our school rules and expectations. We are kind.

We have trained Anti-Bullying Ambassadors:

We take part in Anti-Bullying Week and Kindness Day every year in school.

We are 'Upstanders' to bullying.

There are lots of adults who can help if we are worried or concerned.

We celebrate everyone's differences.