



# NEWTOWN PRIMARY SCHOOL

## ANTI-BULLYING POLICY

Approved by:	Interim Executive Board Simone Chesney-Ly
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Our vision and values are at the core of Newtown Primary School's Anti-bullying Policy.

At Newtown we strive to enable every child to become **successful learners, responsible citizens** and **resilient individuals**. Our curriculum and provision is designed to allow for all children to develop and embed these attributes. Each child's starting point will differ to the next but it is our mission to ensure each child embodies these characteristics in order to belong, believe and achieve at Newtown and throughout their lifetime.

## **Policy Statement**

At Newtown Primary School, we believe that every child should be allowed to achieve their full potential in a safe, happy, and secure learning environment based on mutual respect and honesty.

We have high expectations for everyone, and the school Behaviour Policy is designed to support the way in which all members of the school can learn together in a supportive way.

At Newtown Primary School, staff, parents and children work together to create a happy, caring learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to work together to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

We are committed to providing a respectful, open and caring environment for all of our pupils so they can learn in a safe and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly, severely and effectively. This means that anyone who knows that bullying is happening is expected to inform members of staff following our '**Start Telling Other People**' approach.

Pupils are taught regularly about their rights and responsibilities including what bullying is and school's policies and procedures in an age-appropriate way. This is done through the curriculum, assemblies and responding to need.

## **Legislations and Statutory Requirements**

Please link to Newtown Primary School Behaviour Policy for further information.

At Newtown Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their DSL in line with our Safeguarding and Child Protection Policy.

## **Bullying**

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. The perpetrators of bullying need to learn different ways of behaving and as a school we teach them strategies and ways of changing their behaviour to be more appropriate and kinder.

### **Bullying can include:**

Type of Bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: Racial Faith-based Gendered (sexist) Homophobic/biphobic Transphobic Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

### **Recognising signs of bullying:**

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

- is frightened of walking into and/or to or from school
- doesn't want to go into vulnerable areas of the school i.e. toilets, library, dinner hall
- becomes withdrawn, anxious, or displays changes in normal behaviour

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

## **Roles and Responsibilities**

### **Staff**

- implement procedures to confront bullying of any form
- listen to all parties involved in incidents
- investigate incidents promptly and as fully as possible
- take appropriate action and follow the Behaviour Policy/Anti-Bullying Policy
- promote the school's ethos and values
- teach pupils how to recognise bullying and actions to take including the role of the bystander and how to instigate 'upstander' behaviours
- record and action outcomes as set out on CPOMS including action plans
- Refer bullying incidents to the Headteacher
- Be vigilant and notice patterns and trends recorded under behaviour on CPOMS. Report to Headteacher any concerns immediately

### **Headteacher**

It is the responsibility of the Headteacher to implement the school's anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the Anti-Bullying Policy.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour both in our school and outside of the school grounds.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

### **Governors**

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body responds to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher.

## **Children**

- know and understand what bullying is and their role within it using our **STOP Several Times On Purpose, Start Telling Other People**) systems
- report bullying
- contribute to a class charter
- take part in schools measures to prevent bullying for example, knowing what an upstander is
- follow the Behaviour Policy

## **Parents/Carers**

At Newtown Primary School we work in partnership with parents and the community. This policy and related policies are shared with parents on the school web-site. It is the responsibility of parents to work alongside school to prevent bullying in all forms both in and out of school, face to face and on-line.

## **Reporting Incidents**

All incidents are recorded using our school recording systems, CPOMS. These include parental contact. This is important so incidents can be monitored and tracked to identify bullying immediately.

Pupils are regularly taught how to report bullying through a trusted adult and how to be an 'upstander'. The adult would then record the child's voice on CPOMS.

Some types of harassment or threatening behaviour or communications could be criminal offences, and if schools staff feels that an offence may have been committed they should seek advice from the police. For example, under the malicious Communications Act 1988 it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety.

## **Allegations of Bullying**

All allegations of bullying are taken seriously. The Behaviour Policy outlines our behaviour steps. Incidents of proven bullying are always referred to the Headteacher.

Bullying is not acceptable in any form and the Headteacher will impose sanctions as set out in the Behaviour Policy.

School will provide support to any victim of bullying and also the perpetrator recognising that these behaviours need to stop. School will record the plan/s and share this with pupils, staff and parents. This may be a Pastoral Plan, Individual Behaviour Plan and/or Risk Reduction Plan. These plans will be reviewed regularly and recorded on CPOMS for future monitoring.

## **Supporting Pupils Including Vulnerable Pupils**

Newtown Primary School supports pupils in a variety of ways and actively promotes the Anti-bullying Policy. Support for pupils will be implemented on a case by case basis and recorded as set out in this policy. Support may include:

- parental liaison and communication through meetings
- counselling 1:1, group, or in class support for example identification of triggers
- involvement of external agencies
- peer support/peer mentoring
- use of behaviour contract
- liaison with parent/carer/social worker

School recognises that changes in behaviour may be an indicator that a pupil is in need of help or protection. We will consider whether a pupil's misbehaviour may be linked to them suffering, or being likely to suffer, significant harm. Where this may be the case, we will follow our Child Protection and Safeguarding Policy.

Where pupils have additional needs, school will adapt to meet the needs of individual learners by:

- ensuring pupils are treated fairly and the policy is applied consistently
- ensuring pupils needs are met for example, adapting teaching and resources, clarifying understanding and using external agencies, if needed

## **Monitoring Incidents**

The school regularly monitors incidents recorded on CPOMS by:

- staff recording all behaviour on CPOMS and reporting to the Headteacher any patterns and/or trends
- Safeguarding and Pastoral Lead runs reports through CPOMS on a case by case basis
- half-termly whole school reports run to identify any concerns. Shared with Governors

## **Implementing the Policy and Professional Development**

This policy is reviewed yearly at the same time as our Behaviour Policy to ensure clarity and coherence. Staff training includes resetting routines and relationships at the beginning of each academic year. This includes sharing this policy.

Staff briefing meetings include professional development sessions, including understanding and implementing our policies and procedures.