



Anti Bullying Policy

Rationale at Nether Alderley Primary School

We seek inclusive practice for all members of our community. We see this as enabling all stakeholders to participate in and enjoy fully school life. Our School believes that its pupils have the right to learn in a supportive, caring and safe environment without fear of being bullied. The School will not tolerate bullying of any kind. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Objectives of this Policy

- All governors, teaching and support staff and volunteers, children and parents/carers should have an understanding of what bullying is;
- All governors, and teaching and support staff and volunteers should know what the school policy is on bullying and follow it when bullying is reported;
- All children and parents/carers should know what the school policy is on bullying and what they should do if bullying arises.

What is Bullying?

Bullying is defined as the deliberate desire to hurt, threaten or frighten someone. Bullying behaviour is usually conscious and wilful and continues over a period of time generally forming a pattern of behaviour (rather than an isolated incident).

When children are asked about bullying, they often describe unkind or hurtful behaviour rather than actual bullying. This kind of behaviour needs to be addressed and everyone concerned needs to know how to deal with it. It is imperative that we fully understand what bullying is before we identify all hurtful behaviour as bullying. Bullying can be:

- Emotional - being unfriendly, excluding others, 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 & internet chat room misuse, mobile threats by text messaging & calls, misuse of technology

- Mobile threats by text messaging, misuse of technology such as camera and video facilities 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.

Peer on Peer Abuse -We ensure that we apply the same thresholds. In our school we use the Restorative Justice approach whereby the wrongdoer acknowledges the effects of their actions upon the harmed person. Where sexual violence or sexual harassment between children is alleged then the school follows the guidance issued by the DfE in 2018. Sexual violence and sexual harassment between children guidance

Procedures

It is everyone's responsibility to report bullying incidents and to respond promptly and effectively to issues of bullying. Children are encouraged and made to feel as safe as possible so that they may speak up early. All children's and parent's concerns are investigated promptly and taken seriously. The School takes the following actions:

- Report incident to a member of staff
 - Member of staff (if not child's class teacher) to bring incident to the attention of the child's class teacher.
 - Incident(s) will be investigated by the class teacher by speaking to the children (including the alleged bully/bullies) and other staff members involved.

A record of the incident will be recorded on the anti-bullying record on CPOMS and held securely. In most cases, the class teacher will seek a resolution to the incident and issue appropriate sanctions in line with the school's Behaviour Policy. Parents / carers will be informed.

- The class teacher will share the incident with the Head Teacher where necessary.
- Where a child has needed treatment due to a deliberate injury inflicted by another child, or there are incidents of repeated bullying behaviour the Head Teacher must always be informed. Parents/ carers will be asked to come in to a meeting to discuss the incident(s).
- The Head Teacher and/or the Deputy Head Teacher) will ensure a strategy is put in place and monitor it with the class teacher (over a 4 week period initially). With this in place, the bullying behaviour and / or threats of further bullying should stop.
- Provision will be put in place to help the bully (bullies) change their behaviour.

Signs and Symptoms For Parents and Staff

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
- 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 make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (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 and jumpy when a cyber message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated

Outcomes

- The bully (bullies) will be asked to genuinely apologise.
- If possible, the pupils will be reconciled.
 - After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- The School will provide support for the victim during school hours if requested.
- The School will work with the bully (bullies) to change his/her/their behaviour. Where bullying has been established there is a range of sanctions which may be implemented depending on the seriousness and time span of incidents
 - Discussion with parents
 - Play times forfeited
 - Lunchtime play forfeited

- In serious cases, exclusion from school may be considered. This can only be authorised by the Head Teacher or, in the absence of the Head Teacher, the Senior Leader in charge of the School, to whom the authority will be delegated.

Prevention

Throughout the academic year, the School will:

- Discuss bullying and its effects within classes
- Discuss bullying and its effects in assemblies and other collective times
- Use Circle Time and PSHCE lessons to explore children's feelings and raise awareness of different kinds of behaviour.
- Develop positive relationships with parents where possible to develop a shared approach to behaviour management
- Provide guidance and support for staff through training
- Implement equal opportunities and anti-discrimination policies. The School will endeavour to treat all involved with fairness and integrity.

Autumn 2021

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