NEWPORT COMMUNITY SCHOOL PRIMARY ACADEMY

Anti Bullying Policy

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Anti-bullying statement and policy

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Throughout this policy the term ‘parent’ is used to mean a pupil’s parent, carer or guardian.

Statement of Intent

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 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.

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by pupils.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Unfortunately bullying is something that happens in all walks of life. In spite of our best efforts bullying does still happen in schools, including ours.

It is in the nature of bullying that it can take place in secret or without adult knowledge. In our school we have many approaches which provide children with opportunities to bring these problems out into the open. These include house groups, worry boxes and the School’s Council as well as more traditional routes such as talking to Class Teachers, Teaching Assistants, Pastoral Staff and Mealtime Assistants.

We take the issue of bullying very seriously and it is important that we know exactly what we mean by bullying.

Our community includes different ethnic groups, a range of cultures, languages and religious beliefs. We have different types of families and people who are disabled and those who are not. We believe it is essential that children learn to respect one another, and our school has a legal duty, under the Equality Act 2010, to do everything we can to make this happen. Through our school ethos value of respect and lessons such as PSHE, NCSPA provides many learning opportunities, including the opportunity to learn about and respect one another.

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. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All Governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All Governors 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.

Statutory Duties of Schools

Under Section 89 of the Education and Inspections Act 2006, schools must have measures in place to encourage good behaviour and prevent all forms of bullying among pupils.

The school has a duty under the Education Act 2002 to safeguard and promote the welfare of children and to exercise its functions with a view to safeguarding and promoting pupils' welfare.

The school also fulfils its duties under the Equality Act 2010 by eliminating discrimination, fostering good relations and advancing equality of opportunity.

This policy should be read alongside Keeping Children Safe in Education, the school's Behaviour Policy, Child Protection and Safeguarding Policy and Online Safety Policy.

Scope of this policy and links to other policies

This policy includes:

- bullying of pupils by pupils within school
- bullying of and/or by pupils outside of school, where the school is aware of it
- bullying of staff by pupils within or outside school

- allegations about bullying of pupils by staff will be dealt with under the school's Safeguarding Policy.

This policy has links to the following school policies and procedures:

- Equality and Diversity & Equal Opportunities Policy
- Promoting Positive Behaviour Policy
- IT Acceptable Use Policy
- Child Protection & Safeguarding Policy
- Complaints Procedure

What is bullying?

Bullying is behaviour by an individual or group that intentionally causes physical or emotional harm, distress or intimidation to another person.

- Bullying is usually repeated over time and often involves an imbalance of power, making it difficult for the person experiencing the bullying to defend themselves.
- However, the school recognises that a single serious incident may have a significant impact on a child and may be addressed under this policy where appropriate.

Bullying may be:

- Physical - such as hitting, kicking, pushing, damaging property or taking belongings.
- Verbal - such as name-calling, insults, threats, teasing or offensive comments.
- Relational or social - such as spreading rumours, deliberately excluding others, manipulating friendships or public humiliation.
- Online (cyberbullying) - including abuse through social media, messaging platforms, gaming platforms, email, image sharing, anonymous messaging services or AI-generated content designed to cause harm or distress.

The school recognises that not all friendship difficulties, disagreements or one-off incidents constitute bullying. Such incidents will still be addressed appropriately through the school's Behaviour Policy.

Bullying is not falling out with friends – this happens all the time and is a normal part of school life.

Where individuals or groups bully different people, this will be seen as a pattern of bullying behaviour and treated as such."

(Adopted from Warwickshire's Anti-bullying Partnership 2007)

This school recognises that bullying which is motivated by prejudice is a particular concern and pays due regard to The Equality Act 2010 (see Equality and Diversity and Equal Opportunities Policy and takes any prejudice related incidents seriously. This includes:

- Verbal abuse or threats
- Comments in a discussion, argument, lesson or anywhere in school
- Derogatory name calling, insults, drawings, graffiti, jokes or terminology
- Ridicule of others because of difference
- Physical assault
- Bringing prejudice related materials into school
- Encouraging others to behave in a prejudiced way
- Making unnecessary references or generalisations linked to a protected characteristic

All staff will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying.

Child-on-Child Abuse

The school recognises that some incidents of bullying may also constitute child-on-child abuse.

This may include:
• Sexual harassment
• Sexual violence
• Harmful sexual behaviour
• Abuse motivated by protected characteristics
• Sharing of nude or semi-nude images
• Serious violence
• Online abuse

Where concerns meet safeguarding thresholds, staff will respond in accordance with the Child Protection and Safeguarding Policy and Keeping Children Safe in Education. Such incidents will be managed as safeguarding concerns and not solely through behaviour procedures.

The safety and welfare of all children involved will remain central to the school's response.

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 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 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

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

Identifying and reporting concerns about bullying

All concerns about bullying will be taken seriously and investigated thoroughly.

Pupils who are being bullied may not report it. However, there may be changes in their behaviour. School teaching and support staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Pupils who are bullying others also need support to help them understand and change their behaviour.

Pupils who are aware of bullying (‘bystanders’) can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All pupils will be encouraged to report bullying by:-

- talking to a member of staff of their choice
- placing a concern in the class 'worry' box
- contacting local and national support agencies for advice/support
- Staff who are being bullied will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with pupils or their families can lead to problems escalating.

Responding to reports about bullying

School

The school will take the following steps when dealing with concerns about bullying:

• All reports of bullying will be taken seriously and investigated promptly.
• A clear account of the concern will be recorded on CPOMS and the DSL and/or DDSLs informed.
• The designated member of staff will speak with all pupils involved, gather evidence and record findings.
• Consideration will be given as to whether the incident constitutes a safeguarding concern, including child-on-child abuse, discriminatory behaviour, sexual harassment or online abuse.
• Parents will be informed where appropriate.
• Staff will continue to monitor the situation following intervention to ensure the behaviour has ceased and that pupils feel safe.
Punitive measures will be used as appropriate in accordance with the School's Behaviour Policy.

Any prejudiced related incidents will be logged and recorded using the local authority report form.

Pupils and staff

Pupils and staff who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- providing reassurance that the bullying will be addressed.
- offering continuous support through pastoral counselling where appropriate.
- the use of specialist interventions and/or referrals to other agencies e.g. educational psychology, where appropriate.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents to help change the attitude of the pupil
- the use of specialist interventions and/or referrals to other agencies where appropriate

The following disciplinary measures can be taken. This is not a stepped approach; however, it is expected that repeated incidents will be recognised by punitive measures where education and restorative measures have not been successful in changing behaviour:

- Loss of free time or privileges in school
- Behaviour report system implemented
- Meeting with parents and pupil
- Internal exclusion ie working away from the classroom for a period of time
- suspension
- permanent exclusion

When investigating incidents of bullying or prejudice related incidents, implications of SEND needs will be taken into account; however, this will not be seen as an excuse for bullying behaviour but an adapted approach may be necessary to respond effectively.

Serious one off incidents could lead to permanent exclusion in line with the Exclusion Policy.

Parents

Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are invited to use the formal Complaints Procedure.

Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example:

- restricting/monitoring their use of the internet or mobile phone
- referral of the family to external support agencies will be made where appropriate

Preventative measures

The school will raise awareness of the nature of bullying through inclusion in PSHE lessons, assemblies including working with partners such as NSPCC and local police, participation in anti-bullying week, and informal discussion, as appropriate, in an attempt to eradicate such behaviour.

Prejudice related incidents will be reported to the local authority and support sought where repeated incidents or trends are apparent.

The school will also promote positive relationships, respect, diversity, inclusion and online safety through the curriculum, assemblies, pupil leadership opportunities and wider enrichment activities. Staff receive regular safeguarding and behaviour training to ensure early identification and effective intervention where concerns arise.

Monitoring, Evaluation and Review

A senior member of the school staff will be identified to lead on the implementation of the policy and act as the link person with the Local Governing Board.

An annual report will be made to the Local Governing Board, including statistics about:

- the number of reported concerns
- monitoring information about the pupils involved
- motivations for bullying
- actions taken and outcomes

Statistical information will be provided to the local authority as required.

The school will review the policy annually and assess its implementation and effectiveness.