

Newton Burgoland Primary School Anti- Bullying Policy 2023/24

We are not just a school – we are a family.

We are all unique and together we are strong, bonded by kindness and friendship.

We are all safe and happy under one roof, protected from the elements and prepared to weather every storm.

Together we know that anything is possible both now and in the future.

Collaboratively we achieve, seeing our future selves as resilient, respectful and responsible adults reflected in the eyes of others.

We are not just a school – we are a family.

We are Noticeably Newton

This policy was developed by staff and pupils during the summer and autumn term 2023. It was shared as a draft with parents and stakeholders in January 24.

Guiding Principles

- **Bullying in any form will not be tolerated at Newton Burgoland Primary School.**
- All our pupils have the right to an education which is appropriate to them as individuals. As far as possible therefore it is our aim to minimise any difficulties that pupils will experience.
- All behaviour which does not meet our expectations will be acted upon immediately. In the case of behaviour judged to be bullying we will provide support to the target or bullying and deal with the behaviours of the child /children considered to be bullying or enabling bullying.
- As a school we work hard to recognise the difference between bullying, conflict and turbulence in relationships when considering each individual situation.

This policy aims to:

Prevent bullying in all its forms by ensuring that all pupils feel empowered to report any behaviour of others which falls short of the school's expectations, working alongside the school's behaviour policy to manage behaviour which is judged to be bullying.

In addition, we aim to support every pupil to develop an age appropriate understanding of British values and equality law and how these relate to bullying.

School Aims

Newton Burgoland Primary School is an inclusive community which strives for and achieves excellence and enjoyment in all areas of school life.

By working together with parents and the wider community we:

- Maximise progress for all children across a broad and balanced curriculum
- Continuously raise levels of children's attainment
- Celebrate the progress and talents of all children
- Develop all children's ability to make responsible, thoughtful choices in a secure environment
- Develop all pupils' curiosity, independence, ability to work with others, tolerance and sense of justice
- Develop all pupils' ability to engage with learning and to persevere
- Prepare all our pupils for life and learning in the 21st century
- Develop 'e-confidence' alongside 'e-intelligent' attitudes towards technology
- Foster caring relationships

Introduction

Our expectations and standards of behaviour are high (in school and online). This enables us to:

- Support every child to achieve their full potential.
- Create a safe, trusting and nurturing environment where mistakes are forgiven and forgotten because they are part of learning
- Prepare our pupils for the conventions of adult life in a diverse and modern Britain

What Is Bullying?

The Anti-Bullying Alliance (ABA) and its members have a shared definition of bullying based on research from across the world over the last 30 years and it is the definition which we have adopted. ABA defines bullying as: 'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.'

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the target might be in danger then intervention is urgently required.

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals. Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'enablers' or 'accessories'.

Bullying can also include:**Baiting**

Baiting can be used in bullying both on and offline. It can be used to bully someone to get 'a rise' out of them and it can be used to antagonize those who might be bullying others to get them to bully. Sometimes baiting is used secretly to try and get a person to explode in a rage or react negatively/loudly so that they get in to trouble.

Banter

The dictionary describes banter as: 'the playful and friendly exchange of teasing remarks'. Bullying is often justified as being just banter. It may start as banter, but some types of banter are bullying and need to be addressed as bullying.

Types of Banter

- Friendly Banter- There's no intention to hurt and everyone knows its limits
- Ignorant Banter- crosses the line with no intention to hurt, will often say sorry.
- Malicious Banter- Done to humiliate a person-often in public

Specific types of bullying behaviour include:**Prejudice Related Bullying**

Under the Equalities Act 2010 it is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or having a child
- disability
- race including colour, nationality, ethnic or national origin including Gypsy ,Roma, Travellers
- religion, belief or lack of religion/belief
- sex /gender
- sexual orientation

These are called 'protected characteristics'. As part of the requirement on schools to promote fundamental British values, schools must proactively challenge derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disabilist in nature. We will record these types of bullying, even that which represents a one-off incident.

Other vulnerable groups include

- bullying related to appearance or health
- bullying of young carers or looked after children or otherwise related to home circumstances

Although the above do not currently receive protection under the Equality Act 2010, bullying for these reasons is just as serious.

There is no hierarchy of bullying – all forms are taken equally seriously and dealt with appropriately.

Prejudice Related Language

Racist, homophobic, biphobic, transphobic and disabilist language includes terms of abuse used towards people because of their race/ethnicity/nationality; because they are lesbian, gay, bisexual, or transsexual, or are perceived to be, or have a parent/carer or sibling who is; because they have a learning or physical disability. Such language is generally used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or their friends, family members or their parents/carers.

Use of Prejudice related language will not be tolerated or dismissed as banter at Newton Burgoland Primary School. We are proactive in teaching pupils about British values and protected characteristics. We will challenge the use of prejudice related language in our school even if it appears to be being used without any intent. Persistent use of prejudice related language and/or bullying will be dealt with as with any other form of bullying.

Where does bullying take place?

Bullying is not confined to the school premises. It also persists outside school, on the journey to and from school and in the local community and may continue into Further Education. The school acknowledges its responsibilities to support families if bullying occurs off the premises.

Cyberbullying

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their targets. Cyberbullying can take many forms and bullying online can often start in school and then be progressed online or start online and influence behaviour in school. Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents/carers and their children who experience online bullying and will treat Cyberbullying with the same severity as any other forms of bullying.

Cyberbullying can include: -

- hacking into someone's accounts/sites
- Posting prejudice /hate messages
- Impersonating someone on line
- Public posting of images
- Exclusion
- Threats and manipulation
- Stalking

We will ensure that our children are taught safe ways to use the internet (see our online safety policy) and encourage good online behaviour.

Involvement in bullying

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

Reporting and Responding to Bullying

Our school has clear and well publicised systems to report bullying for the whole school. All classes have a worry monster. All pupils are given the opportunity to self-report feeling unsafe daily.

Several	Start
Times	Telling
On	Other
Purpose	People

In the event of bullying, parents will be informed of the nature of any incidents and any action taken. Parents will be informed of their child's role in the bullying as a target, perpetrator or enabler. Appropriate action using our behaviour policy will be taken with regards to pupils involved in bullying depending on the age of the child and nature of the bullying.

Systems of Reporting Children are encouraged to report any incidents of bullying to any member of staff, whether they are the target or an enabler. Likewise, parents/carers are welcome to discuss any bullying worries with a member of staff. The member of staff will make a report on CPOMS and alert the DSL.

Procedures

All reported incidents will be taken seriously and investigated involving all parties. The staff are aware of and follow the same procedures.

After an allegation of bullying

- All parties including the target, bully and all others involved will be interviewed and a report will be made on CPOMS
- Parents/carers will be informed as to the involvement of their child.
- Appropriate disciplinary sanctions in accordance with the school's Behaviour Policy will be put in place and these will be graded according to the seriousness of the incident but will send out a message that bullying is unacceptable.
- The response may vary according to the type of bullying and may involve other agencies where appropriate.
- Any allegations of bullying will be followed up, in particular keeping in touch with the person who reported the situation, parents/carers.
- Support will be given, appropriate to the situation, for all involved such as - solution focused, restorative approach, circle of friends, individual work with the target, perpetrator, enablers and others affected by the bullying, a referral to outside agencies will be made if appropriate.
- The wider community will be liaised with, if the bullying is taking place off the school premises i.e. in the case of cyberbullying or hate crime.

Recording and Evaluation

Bullying incidents are recorded on CPOMS by the member of staff who deals with/ witnesses the incident. The headteacher will investigate further if it is needed, and determine whether or not the incident is closed or requires monitoring or action.

Incidents recorded on CPOMS are analysed and reported to governors on a termly basis.

Analysis seeks to identify trends and inform preventative work in school and development of the policy.

This policy will be reviewed and updated annually. The school will participate in the ABA anti-bullying award annually to support the review of our practices.

Strategies for Preventing Bullying

- Ensuring that the school actively promotes the celebration of difference and diversity as part of our core values and within all subjects
- Involvement in the everyone welcome project
- Work towards the rainbow award
- Anti-Bullying week annually in November and Safer Internet Day in February
- PSHE/Citizenship lessons and cross curriculum themes.
- Celebration events. E.g. Achievement assemblies on Fridays
- Specific curriculum input on areas of concern such as cyber bullying and internet safety
- School council diversity champions
- Well-being support
- Small group work
- Random mixed ability pairing
- Support for parents/carers
- Parent information events/ information-on the school website
- Support for all school staff

Links with other policies:

- Behaviour
- Safeguarding
- Equalities Policy
- PSHCE and RSE

Be Noticeably Newton

At Newton Burgoland Primary school we are always

Respectful
Responsible
Ready to learn

Every Day, all adults will

Meet and greet children
Praise in public and remind in private
Remain positive and end the day positively

Being Noticeably Newton will be recognised on the same day by

Awarding a Dojo
Sending a text home
Calling home

We encourage positive choices by:

Giving positive reminders
Providing positive praise
Explain why good choices are good choices

The rewards for our choices are always

Fair
Clear
celebrated

The sanctions for our choices are always

Fair
Clear
Dealt with privately