



Anti-Bullying Policy

Written by	NYPS SLT
Date for review	June 2017
Signed by Headteacher	
Signed by SLT	
Review Dates confirmed	

Rationale

New York Primary School is committed to providing a caring, friendly and safe and supportive environment for all of our pupils so they can achieve and enjoy learning in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. This includes on-line bullying and prejudice-based bullying. 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 either to them or others, is expected to tell staff, a buddy or their parents to ensure anti-bullying systems within school are triggered.

This document outlines how we make this possible at New York Primary School.

Definitions of bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time which intentionally hurts another either physically or emotionally.

Bullying can be:

- Emotional being unfriendly, deliberately 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 focussing on the issue of sexuality (LGBTQ)
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet such as email, facebook & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

The school works hard to ensure that all children know the difference between bullying and simply “falling out”.

Aims:

This policy aims to produce a consistent school response to any bullying incidents that may occur.

- All staff are committed to ensuring that children feel safe in school, maintaining a climate in which children can tell and can be sure that adults will listen
- modelling and encouraging high standards of social behaviour
- We do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

- We aim to produce a safe and secure environment where all pupils can learn without anxiety.
- We aim to create a supportive environment for the victim and also for the bully; in order to change patterns of behaviour and attitudes towards others.

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.
- Parents and pupils have a voice to let us know how they feel we deal with bullying if it arises.

Actions to tackle bullying

At New York Primary we are vigilant for signs of bullying in order to take preventative action where possible. We use the curriculum to reinforce the ethos of the school and to help pupils develop strategies to combat bullying type behaviour. We work to understand why individuals become bullies and to support both the bully and the victim.

Reasons for being a bully may be:

- being a victim of violence oneself
- feeling the need for power or creation of fear
- copying behaviour at home, by family members, peers or seen on TV or films
- expecting to have one's own way
- reactions to a domestic upset or change
- a cry for help or attention
- jealousy

How we work to prevent and cure bullying

- Open door policy to promote approachable staff for pupils and parents to come and talk to.
- Daily positive messages of acceptable behaviour through school ethos, relationships and behaviour management policy
- Named person – learning mentor **Jackie Wilbraham** for pupils to speak to and discuss their concerns
- We take part in anti – bullying week activities.

- Anti – bullying displays and information about where children can get help.
- Buddies help out each playtime. They are trained to spot signs of bullying and to seek help if they are concerned.
- A worry box situated in the library which children can use to tell an adult if they are being bullied.
- E-safety training for pupils throughout the year.
- Classroom rules negotiated as a class and a home school agreement signed by pupils, parents and staff outlining expected behaviour.
- Staff ongoing CPD
- Promptness of staff in classrooms and duties with an awareness of 'hot spots' for potential problems
- School Council involvement in the promotion of the anti-bullying message.

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
- 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

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

Procedures

1. The appropriate adult will speak to all concerned about alleged bullying privately. Collect evidence (staff, other pupils, parents etc).
2. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
3. **Monitor problem and record on child protection sheet or parent concern sheet (if parents raises issue) with dates.**
4. Report bullying incident to Key stage manager or deputy head.
5. **Record on Child protection sheet or parent concern sheet (if parent raises the issue) with dates. (Copy given to Headteacher)**
6. If necessary the Head teacher and parents should be informed and involved and will be asked to come in to a meeting to discuss the problem. Parents should be informed that bullying can lead to exclusion.
7. If necessary and appropriate, police will be consulted.
8. An attempt will be made to help the bully (bullies) change their behaviour and support the victim. Parents will also be given advice and support.

Outcomes

- The bully (bullies) will be instructed to genuinely apologise.
- Other consequences may take place; working in a separate classroom, separate break and lunchtimes, exclusion from After School Clubs loss of other privileges.
- In serious cases fixed term internal or external will be considered
- If possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Bullying outside of school premises

Teachers have a duty of care and the power to discipline pupils for misbehaving outside the school premises “to such an extent as is reasonable”. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The Headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member. More detailed advice on teachers’ powers to discipline, including their power to punish pupils for

misbehaviour that occurs outside school, is included in 'Behaviour and discipline in schools – advice for Headteacher and school staff'

Signed _____ co-ordinator

Signed _____ Headteacher

Signed _____ chair of governors

Signed _____ school council representative

Useful reading and reference

- Guidance Preventing Bullying DFE 2014
- Guidance Behaviour and discipline in schools DFE 2014
- Schools' duty to promote good behaviour: Section 89 Education and Inspections Act 2006 and Education (Independent School Standards) (England) Regulations 2010
- Power to tackle poor behaviour outside school
- The Equality Act 2010