



Anti-Bullying Policy

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Mission: 'Come as you are. Leave at your best.'

Rationale

At New York Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a calm and secure atmosphere. Bullying of any kind is unacceptable and will not be tolerated at our school. If bullying does occur, all pupils should be able to tell and know that they will be listened to and incidents/issues will be dealt with promptly and effectively.

We are a *TELLING* school. We are not bystanders. This means that *anyone* who knows that bullying is happening is expected to tell the staff, a friend and/or their parents to ensure anti-bullying systems within school are triggered.

We have an 'accountability for all' ethos which means that all adults in school have a responsibility to all pupils. A child can speak to any adult they feel comfortable with to disclose a worry or concern they have of their own or for another child.

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, making it difficult for the person concerned to defend themselves. It is often premeditated and can become habit forming for the bully.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting/teasing, name calling, winding up (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 social media including email, facebook etc and computer gaming where live chats are involved.
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

New York works hard to ensure that all children know the difference between bullying and simply "falling out". We follow a Positive Behaviour Management Policy.

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 support to learn different ways of behaving.

School has a responsibility to respond promptly and effectively to issues of bullying.

At New York we use our proud words to underpin behaviour standards.

Actions to tackle bullying

At New York we take a proactive approach to dealing with bullying potential. We recognise early signs and patterns and deal with them promptly. We advise and equip vulnerable pupils with how to prevent escalation of unwanted and unpleasant attention. We always take reports of bullying seriously. **We listen to and believe our pupils.** We use the curriculum wherever possible to reinforce the ethos of the school and to help pupils develop strategies to combat bullying type behaviour.

- We take part in anti – bullying week each November and do a lot of work in classes which includes role plays, stories, poems and discussion. We engage parents in our work by holding events in school, posting on Twitter and discussing at parent meetings. All parents are given an anti-bullying information guide which is also available on the website.
- We have an active school council who work to promote tolerance and respect across school.
- Anti – bullying displays are present around school including information about where children can get help.
- Playground, OPAL and Sport Buddies help out each playtime. They are trained to spot signs of bullying and to seek help if they are concerned.
- Children are aware of Anti - bullying websites which they can access at home should they need to.
- Classroom rules are negotiated as a class. Parents are aware that by choosing to send their child to New York Primary school, they are agreeing to our policies, protocols and standards.
- The Positive Behaviour Policy and Peer on Peer abuse policies complement this policy.

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 listened to and supported when bullying is reported.
- Bullying will never be tolerated.

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 should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- becomes unusually aggressive
- attempts or threatens self-harm
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to perform less well 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
- 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 do not always indicate bullying and could result from other issues however, bullying should be considered a possibility and should be investigated

Procedures

1. The class teacher will speak to all concerned about alleged bullying privately. Collect evidence (staff, other pupils, parents etc). The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
2. Monitor problem and record on CPOMS.

3. Report bullying incident to appropriate member of staff and Headteacher to be informed.
4. School will work with the bully (bullies) to ensure that there is a change in their behaviour and the victim will also be supported. Parents will also be given advice and support.
5. The situation will be closely monitored and communication with individual and parents will be ongoing.

Outcomes

- 1) The bully (bullies) will be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, exclusion will be considered
- 3) If possible, the pupils will be reconciled and provided with ways to avoid incidents again.
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

At New York Primary school we always look to learn and improve what we do. Cases of bullying would be reviewed to establish if we could have done something to prevent or repair sooner

Bullying outside of school premises

Teachers have 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 (protection team), in their local authority, of the action taken against a pupil. If the misbehaviour could be criminal or possesses 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’

This policy should be read along with the On-line Safety policy, Safeguarding Policy and the Positive Behaviour Policy.