



NOTLEY GREEN PRIMARY SCHOOL

Notley Green Primary School and Cann Hall Primary School
form the CHANGE Schools Partnership Multi-Academy Trust

Anti-Bullying Policy

Date of Policy: Summer 2014
Date Adopted: Summer 2014
Date for Review: Summer 2016

Our Vision

Aiming High; Changing Lives

Our Values

Our Core Values at Notley Green both underpin and articulate the behaviours and beliefs that direct our policies, actions and behaviours. They have been revised and agreed by key stakeholders, including pupils, staff and governors and are as follows:

- HOPE
- TRUST
- RESPECT
- RESPONSIBILITY
- COURAGE
- PERSISTENCE

The Three Rights

Everyone in school has:

- The right to feel and to be SAFE
- The right to LEARN
- The right to RESPECT

Rationale:

We are therefore committed to making the spiritual, social and emotional well-being of each child central to our work so that they can achieve their potential.

We believe that all children should have a high self-esteem. They should feel safe, protected and able to talk to a member of staff on any matter that concerns them.

Bullying is therefore totally unacceptable. We seek to respond to all allegations of bullying immediately and take all concerns very seriously.

We endeavour to ensure that every child at Notley Green Primary School knows how to access help and support. The Pastoral Care Manager (PCM) is available to listen to any concerns (including bullying) that a child may have and act accordingly. The PCM along with all other staff, works to identify vulnerable children and proactively intervene where appropriate.

Definition of Bullying

“Bullying is any behaviour which is perceived by the targeted individual or any other person, as intending to hurt, intimidate, frighten, harm or exclude.” (ECC Anti-bullying Steering Group 2008)

It can therefore be explained as

- Deliberate, hurtful behaviour
- It is repeated, often over a period of time
- It is not random acts of aggression
- It is difficult for those being bullied to defend themselves

Forms of Bullying

Bullying can take many forms but the three main types are:

- Non-verbal (Physical): hitting, kicking, taking belongings, intimidation – invasion of space
- Verbal: name calling, insults, racist, homophobic or gender based remarks, threats, taunting Indirect: Spreading rumours, exclusion from social groups
- Cyber bullying: (see expanded section below)

Bullying can occur in any place at any time in places such as:

- playground
- classroom
- lunch arrangements
- toilets
- to/from school
- via cyber bullying

Children are taught explicitly about bullying – what it is and how to deal with it as part of the PSHE curriculum.

Issues around homophobic bullying and transgender are taught in Y5 and above, although where situations arise in a younger age group, these are dealt with in an age appropriate manner. At all times children are taught to respect difference and celebrate the diverse world we live in.

Cyber bullying

Cyber bullying can be defined as the use of *“Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else.”* (DCFS 2007)

Cyber bullying differs from other forms of bullying in that it can take place at any time and can invade previously safe places, such as the home. Cyber bullies can communicate their message to a wide audience with remarkable speed and can often remain unidentifiable and unseen.

Categories of cyber bullying include:

- text message bullying
- picture/video clip bullying via mobile phone cameras
- phone call bullying via mobile phone

- email bullying
- chat room bullying
- bullying through instant messaging
- bullying via websites

Strategies for dealing with Cyber bullying

We ensure that all e-communications used on the school site or as part of school activities off site are monitored. Blocking technologies are continually updated and harmful sites blocked. Security systems are in place to prevent images or information about pupils being accessed improperly outside school. School policy states that mobile phones are not to be brought into school by children.

Children are taught explicitly about e-safety and cyber bullying as part of the PSHE curriculum and workshops are run regularly for parents by CEOP accredited staff. Information is made available on our website to support parents and an E-safety policy is also in place.

Although cyber-bullying is most likely to happen outside of the school, the school will support and liaise with parents, children and if necessary the police and other agencies to manage incidents successfully.

Procedure for all incidents

All allegations of bullying are brought to the attention of a member of the Leadership Team and Pastoral Care Manager (PCM) and are investigated thoroughly. The PCM is the lead person for antibullying in school (with the support of all other teaching and support staff). Such allegations can be reported by staff, parents or pupils.

Stage 1

Pastoral Care Worker gathers information from relevant parties (e.g. class teacher, other members of school staff, parents, pupils)

Stage 2

Headteacher/Head of School consulted and action agreed

Stage 3

Decision made by PCW and Headteacher/Head of School as to whether an allegation is isolated incident or part of a pattern and therefore constitutes bullying.

Stage 4

Appropriate action taken including logging on the school's behaviour management system

Stage 5

Liaison with relevant parties during and following action taken.

Stage 6

Ongoing monitoring by PCM

Action for isolated incidents:

Discipline will be dependent upon nature of incident but in line with our behaviour policy. Senior staff and PCM will be involved and records of any incident will be kept. PCM will continue to monitor.

Action for “pattern of behaviour” incidents

1. PCM and Headteacher/Head of School (in consultation with relevant parties) draw up action plan in response to incident, to include appropriate interventions for both victim and perpetrator.
2. Parents contacted by phone to discuss the situation and arrange a meeting. The Headteacher or Head of School will be involved. The meeting, to discuss the incident and agree the action plan, will include the victim, parent/carer, Pastoral Care Manager, Head teacher or Head of School.
3. A meeting will also take place with the perpetrator, parent/carer, Pastoral Care Manager, Headteacher/Head of School to discuss the incident and action plan using the restorative justice that is part of our Behaviour Policy
4. Action plan implemented and monitored.
5. Situation reviewed according to agreed timescales.

Reporting

All behavioural incidents are logged on the school’s behaviour management system, categorised and reported to the governing body at least termly.

Agreed by Governing Body – September 2014