Newchurch Community Primary

Anti – bullying Policy

Mission Statement

Newchurch will give every child a flying start by working in partnership with parents, staff and the community to develop well-rounded citizens who will contribute in a positive way to society.

Persons with Responsibility

Headteacher

Linked Policies

Health and Safety
PSHE
Behaviour Management
Racial Equality
Access
Equality

Next Review: November 2017

NEWCHURCH COMMUNITY PRIMARY SCHOOL

ANTI-BULLYING POLICY

Statement and Rationale

The Government defines bullying as:
"*Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group physically or emotionally.*"

Therefore, at Newchurch, we consider bullying to be:

- Repetitive and persistent
- Intentionally harmful
- Involving an imbalance of power

Bullying can take various forms and includes the following types of behaviour:

Physical Bullying	Verbal Bullying	Indirect Bullying	Cyberbullying
Pushing, kicking, hitting, punching, spitting, hair-pulling or any use of physical violence	Name-calling; the range of possible unpleasant language is wide and usually focuses on someone's appearance, personal hygiene, family or ability	Being unfriendly, not talking to someone	Misuse of areas of the internet, such as email and internet chat rooms
Sexual assault	Sarcasm, teasing, mocking, 'put-downs'	Excluding from social groups and activities	Mobile phone threats by text messaging and calls
Making people do things they don't want to do	Spreading rumours	Tormenting (e.g. hiding books), making someone feel uncomfortable or scared	Misuse of technology, e.g camera and video facilities used to record in appropriate behaviours
Stopping people doing things they want to do	Saying or writing nasty things	Using threatening gestures, looks and signs/symbols	

Damaging someone's belongings	Blackmail and threats		
Taking someone else's belongings. The threat of violence can accompany theft and therefore can be clear instances of extortion focused on weaker pupils.	Making offensive remarks, including comments about someone's gender, race, disability, religion or sexual orientation. This bullying is discriminatory and may be unlawful.		

Due to the nature of bullying, it may be classed as a **Hate Crime**.

Hate Crime can be defined as:
"Behaviour that a victim or any other person thinks was caused by hatred of age, disability, gender identity, race, religion or sexual orientation.

A victim of Hate Crime does not have to be a member of a minority or someone who is generally considered to be vulnerable. For example, a person who is the friend of someone from a different ethnic group, a different sexual orientation or a disabled person may be targeted because of their association.

Hate Crime can be actual or perceived and can include:

- Verbal abuse, threats, insults, nuisance calls, name-calling
- Physical assaults and violence, anything from pushing to a serious attack
- Property damage – graffiti, vandalism, theft, damage to vehicles, arson
- Hate Crime attacks can be a combination of the above. For example, bullying at school may consist of name-calling and physical abuse.
- **Any form of Hate Crime should be reported to the police**

Any evidence of bullying at Newchurch School will be treated very seriously and will not be tolerated.

Children are encouraged to report any concern regarding bullying of themselves or others. They must feel confident that their disclosures will be dealt with sensitively, confidentially and effectively as appropriate to the situation.

Guidelines for action

Throughout the year, children in each class will be made aware of this policy as appropriate to their level of understanding. Each child will take part in Anti-bullying Week, and issues pertaining to this topic will be re-visited within the curriculum for Personal, Health and Social Education, through assemblies and as the need arises. This will be linked to strategies for improving the social and emotional skills of our children.

It is important that any display of bullying is quickly identified and dealt with. Children and their parents must be re-assured that appropriate action is taken.

When resolving issues of bullying, real or perceived, the aim should always be to effect a positive outcome with regard to the victim and the perpetrator. To resolve a situation satisfactorily would include the following successful outcomes.

1. Pupils who are victims must feel supported and helped with their concerns.
2. The unacceptable behaviour by the bully should be made clear to the bully and his/her parents.
3. The bully should be encouraged and persuaded to show some concern for their victim and supported in changing their behaviour.
4. The emotional characteristics of the identification and management of feelings will be built into the programme of support.
5. Children will be taught strategies for controlling their impulses and developing their empathy for others.

Consequences

Initially, it may be sufficient for the class teacher to talk to the children and resolve the situation informally. A quiet word on different strategies for response is often sufficient to check unsuitable behaviour.
A confidential record may be kept on the incidents and interaction as appropriate. E.g. the class safeguarding book.

However, if this procedure is not effective and the activities continue, then the following sanctions will be applied firmly, fairly and consistently.

1. A report of the incident and all involved, will be kept on file and may be sent to the High School on transfer.

2. Parents will be contacted and asked to come in to school to discuss their child's behaviour.
3. The children involved and witnesses will be asked to write an account of the incident.
4. An undertaking must be given that the bullying activities will stop.
5. Children who engage in bullying activities will receive an internal exclusion and work with the Headteacher for a specified amount of time.
6. Children will not be included in the school's extra-curricular activities. Children will be given activities to continue during playtimes and lunchtimes.
7. Further incidents will lead to exclusion at lunchtimes following the school's procedures.
8. Children who continue to display unacceptable, harmful behaviour would be excluded from the school, following the Local Authority's guidelines.
9. We will always bear in mind that a positive outcome for all concerned is the key aim.

When an incident is brought to the Head's attention, it will be investigated and dealt with promptly. The Headteacher will report back to the parent/carer quickly and explain what action has been taken. The Headteacher asks parents/carers to get in touch immediately should there be any further incidents.

Monitoring

Safeguarding files are monitored weekly by the Headteacher. Further analysis is completed at the end of each term to monitor incidents within the safeguarding files.

This policy is reviewed bi-annually.