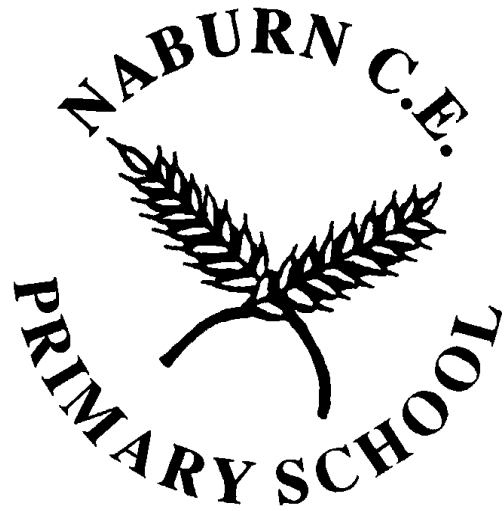


Naburn CE Primary School



Anti-Bullying Policy

Date of Review: January 2019

Date of Next Review: 2021

Compassion

Trust

Perseverance

Reviewed January 2019

Naburn CE Primary School's Anti-bullying Policy

Everyone at Naburn CE Primary School is committed to making our school a safe and caring place for all children and adults. We will treat each other with respect and refuse to tolerate bullying in any form at our school.

In line with the Equality Act 2010 it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advances equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Fosters good relations between people who share a protected characteristic and people who do not share it

At Naburn CE Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their Local Authority children's social care. This policy is closely linked with our Behaviour Policy, our Safeguarding and the Welfare of Children Policy and the school's overall Vision, Aims and Values.

Our pupils define bullying as:

- Bullying is somebody constantly hurting you or singling you out because you're different
- Bullying is when someone has power over someone else
- Bullying is continuous – it goes on for a long time
- It can get very serious
- It's deliberate and intentional

Examples of bullying

Bullying can be:

- Physical - someone pushing, shoving, hitting or kicking you
- Verbal - people calling you names, spreading rumours about you or saying unkind things
- Emotional - people leaving you out and not talking to you
- Cyber-bullying - people posting photos or messages about you on internet network sites or by mobile phone. People sending unkind text messages or Emails
- Racist Bullying - a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status
- Homophobic Bullying - occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people

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Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian or bisexual

Staff at Naburn CE School will do the following things to prevent bullying and help children feel safe at school:

- Deal with incidents and any problems straight away
- Find out the truth about what has happened
- Be sympathetic and listen
- Keep a close eye on the playgrounds – good supervision by all staff
- Keep a log of incidents if they are persistent
- Inform parents if the situation continues
- Monitor and investigate any children causing concern through lack of attendance, a drop in performance, altered demeanour or behaviour
- Treat everyone with the same respect
- Ensure children are aware of further help available such as Childline and NSPCC

Children at Naburn CE School will do the following things to prevent bullying and help others feel safe at school:

- Work together to stop bullying
- Tell an adult straight away
- Listen and comfort anyone who is upset
- Talk to and confront any bullying behaviour
- Refuse to watch, laugh or join in when someone is being bullied, just walk away
- If you see someone getting angry talk to them and ask them to join your game
- Be a playground pal: help people and let them join in your game
- Treat each other with respect
- Don't take sides or retaliate

Consequences for bullying:

- Teacher will speak to the children involved and remind them of this policy and the harm they are doing
- The child will stay in at playtime and complete work given related to your behaviour – remove privileges
- Teacher to inform the parents of bullying incidents by phone, then invite them in to discuss the issue

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- All parents (and other children involved) will be invited in to have a meeting with the Headteacher
- In extreme events a child may be excluded for a fixed period

The FAR will be responsible for the monitoring of the policy's implementation.