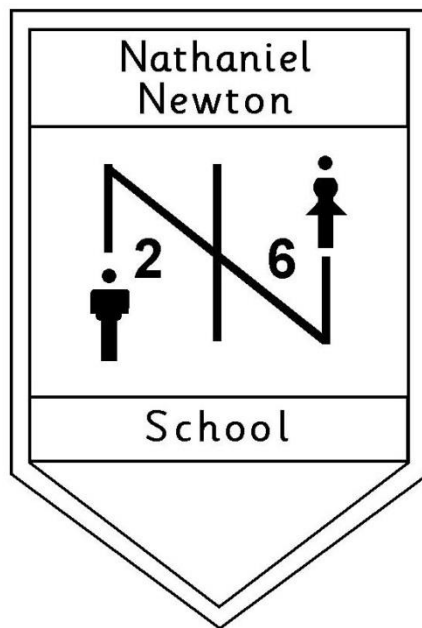


Nathaniel Newton Infant School



Anti-Bullying Policy

NATHANIEL NEWTON INFANT SCHOOL

ANTI BULLYING POLICY

At Nathaniel Newton, bullying is a behaviour which is taken very seriously and all incidents will be handled in line with our Relationships and Behaviour policy, as it will not be tolerated.

The following paragraph taken from the DFE publication 'Preventing and Tackling Bullying', July 2017 explains what bullying is:

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

The anti-bullying policy includes both the children and staff who work at Nathaniel Newton.

There are numerous forms in which bullying can take place and it is imperative that all staff and everyone involved within the school community are aware of what bullying is and the forms it can take. Listed below are the more common types.

- Physical: pushing, punching, any form of violence, threats
- Verbal: name calling, insulting, making offensive remarks, teasing
- Emotional: tormenting, threatening, ridiculing, humiliating
- Racist: racial taunts, gestures
- Sexual: unwanted physical contact, abusive comments
- Cyberbullying: This includes the same inappropriate and harmful behaviours expressed via digital devices, such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

It is very important not to label occasional boisterous play which the children involve themselves in at play time as bullying.

Aims and Objectives

Nobody deserves to be the victim of bullying because it has the potential to damage an individual emotionally, mentally and physically. Everybody has the right to be treated with respect. Therefore, we endeavour to do all we can to prevent it, by embedding a school ethos in which bullying is regarded as unacceptable. The staff

make it clear that bullying will not be tolerated and all incidents will be taken very seriously.

At Nathaniel Newton, we believe every child deserves the opportunity to flourish not only within their academia, but also as an individual in an environment which is safe, inclusive, nurturing and secure and not an environment which fills them with anxiety and causes them distress. We aim to ensure children learn to respect one another and accept each other's differences.

If children become exposed to bullying in whatever form, be it racial or as a result of a child's appearance, behaviour or special educational need, it can have an enormous impact on them emotionally and can hinder their learning opportunities and capability and in some cases lead to lateness, truancy or in extreme cases, end with suicide.

Signs and Symptoms

Children will be encouraged to report any bullying to any staff member as soon as possible. However rather than telling an adult, children may indicate by signs and symptoms that they are the victims of bullying and therefore adults must be vigilant in recognising these possible signs and symptoms.

- Begs to be taken into school
- Unwilling to come to school
- Changes in usual routine / behaviour
- Becomes withdrawn, anxious or lacking in confidence
- Cries themselves to sleep or has nightmares
- Feels ill in the morning
- Begins to do less well in school work
- Has unexplained cuts and bruises
- Becomes aggressive or unreasonable
- Is bullying siblings or other children
- Stops eating
- Is frightened to say what is wrong
- Complaining about missing belongings
- Refusal to talk about the problem
- Becomes more attached to adults.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

Procedure

All staff have a duty of care to ensure all known incidents of bullying are thoroughly investigated following the correct procedure. Staff will be able to use their knowledge of the children to identify changes in their behaviour that might indicate bullying. Consequently, it is essential all school staff are confident in knowing the

steps to undertake if someone discloses to them that they are being bullied. A thorough investigation will be undertaken:

- All bullying concerns are treated as confidential
- All bullying concerns will be taken seriously
- All incidents will be investigated thoroughly
- Involved parties will be interviewed separately
- Where possible, witness information will be obtained
- A written record of the incident, investigation and outcomes will be kept
- Other staff will be informed to ensure careful monitoring of the children involved and follow up systems are in place.

School Community

All adults in the school community are aware of the consequences of bullying and the possible actions to take below to deal with bullying, following a thorough investigation:

- Discussion of the bullying behaviour
- Bullying prevention and raised awareness strategies such as Anti Bullying week, whole school assemblies etc
- Use of consequences (please see Relationships and Behaviour policy)
- Apology (could be verbal or written)
- Think and Repair conversations using the Super Seven Questions (see Relationships and Behaviour policy)
- Meetings with the parents of the children involved
- Support for all children involved
- In the event of a cyber bullying incident or online safety incident, the reporting form should be completed and followed up by a member of the safety committee.

At Nathaniel Newton, everyone will work hard and do their utmost to ensure we minimise any incidents of bullying though:

- Creating and supporting an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Working with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively providing opportunities to develop pupils' social and emotional skills, including their resilience.
- Providing a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Considering all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support, friendship stop, internet buddies, the school council and online safety worry box etc.

- Regularly updating and evaluating our approaches taking into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Training all staff members and volunteers to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Ensuring that all pupils know how to express worries and anxieties about bullying through being dedicated to creating positive and trusting relationships between staff and pupils.
- Ensuring that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying through discussing the behaviour policy.

Curriculum

At Nathaniel Newton, we embed a caring ethos through curriculum areas particularly within our PSHE curriculum, Jigsaw. We recognise fully that it is imperative that teaching staff are influential in promoting children's social skills in a systematic and engaging way. Within the classroom, we provide children opportunities to discuss bullying through circle times, to continue with creating a positive ethos around school and the teaching of what to do when you see bullying or are being bullied. These discussion opportunities are also provided within our Online Safety curriculum in relation to cyberbullying. This work is further highlighted by the school's PSHE coordinator and members of the Online Safety committee through assemblies. We actively take part in anti-bullying and online safety week.

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Relationships and Behaviour policy
- Safeguarding policy
- Child protection policy
- Confidentiality policy
- Online Safety
- PSHE Policy

It is the responsibility of parents/carers, who can access this policy if they wish to, to not only work in partnership with Nathaniel Newton but also to continually encourage and support their child in becoming positive members of the school community. It is imperative that parents/carers should contact school immediately if they have any concerns that bullying may be occurring in school and not sort it out themselves. Concerns about bullying which are expressed by parents/carers will be dealt with in a sensitive manner and will be dealt with promptly and any concerns raised will always be taken seriously.

Within the school curriculum children are taught that bullying is wrong and is not accepted and what to do if either themselves are being bullied or someone which

they know. Children within school learn the importance of comprehending with this policy and the implications which can occur if they do not. We aim for children to learn from the bullying behaviour they have demonstrated through activities such as role play, so they can fully understand why their behaviour was wrong and how to augment it.

It is the responsibility of all stakeholders, to ensure they are fully aware of the policy and are implementing it accordingly. It is the duty of all staff to ensure they are supporting and upholding the policy.

This policy is monitored, discussed and reviewed on a regular basis by the Head teacher, Senior Leadership team and School Governors.

Policy Reviewed in April 2024 by Julie Forshew (Headteacher)

This policy will be reviewed annually at the same time as the Behaviour and Relationships policy Next Review: March 2025