

## Norden Community Primary School

### **Definition:**

**‘Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally’**

**(Preventing and Tackling Bullying, Advice for headteachers, staff and governing Bodies, March 2014, Department for Education)**

This policy is run alongside guidance from Rochdale Local Authority 'Anti-Bullying Policy for services who work with children and young people.

### **Statement of Intent**

Norden Primary School believes that:

- Bullying, including cyber bullying, racial bullying and homophobic bullying is undesirable and unacceptable
- Bullying, including cyber bullying, racial bullying and homophobic bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness
- All members of our community will be listened to and taken seriously
- Everyone has the right to enjoy and achieve in an atmosphere that is free from bullying
- All of us have a responsibility to ensure that we do not abuse or bully others
- Children should talk to an adult if they are worried about bullying, including cyber bullying, racial bullying and homophobic bullying and have a right to expect that their concerns will be listened to and treated seriously
- Children should be involved in decision making about matters that concern them
- We all have a duty to work together to protect vulnerable individuals from bullying, including cyber bullying, racial bullying and homophobic bullying and any other form of abuse
- We tackle bullying, including cyber bullying, racial bullying and homophobic bullying best by encouraging an environment where individuality is celebrated and individuals can develop without fear
- Please see Behaviour policy and appendices for how the Behaviour policy supports the Anti-bullying policy.

### **At Norden Primary School we feel that:**

Bullying is deliberately hurtful behaviour. It is usually repeated, often over a period of time and when it is difficult for those being bullied to defend themselves.

We believe that there are a number of types of bullying.

**Emotional:** excluding from a group, tormenting, ridiculing, humiliating

**Physical:** hitting, punching, pinching, kicking or taking someone's belongings.

**Verbal:** name-calling, insulting, indirect bullying, through spreading stories about someone, threats, making fun of someone

**Racist:** racial taunts, gestures, making fun of someone's culture or religion

**Sexual and homophobic:** unwanted physical contact, sexually abusive or sexist comments including about sexual orientation

**Cyber:** setting up hate websites, offensive e-mails and texts

### **Bullying is not:**

It is important to understand that bullying is not odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

**It is bullying** if it is done repeatedly and on purpose.

Whenever the opportunity arises it must be made profoundly clear that we will **not** tolerate bullying at Norden. We are committed to providing a caring, friendly and safe environment for all our pupils so that they can grow and learn in a relaxed and safe environment.

### **Rationale**

At Norden Primary School we recognise that bullying can occur. When it does it can be harmful both physically and emotionally for the victim. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. The purpose of this policy is to enable adults in the school to recognise bullying when it takes place and to deal with it effectively.

### **Aims and Objectives**

#### **The aim of our anti-bullying policy**

- To assist in creating an ethos in which attending Norden Primary school is a positive experience for all members of our community
- To make it clear that all forms of bullying, including cyber bullying, racial bullying and homophobic bullying are unacceptable at Norden Primary school
- To enable everyone to feel safe whilst at Norden Primary school and encourage pupils to report incidents of bullying, including cyber bullying, racial bullying and homophobic bullying
- To deal with each incident of bullying, including cyber bullying, racial bullying and homophobic bullying, as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to
- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change
- To liaise with parents/carers and other appropriate members of our community
- To ensure all members of our community feel responsible for helping to reduce bullying

### **The objectives of our anti-bullying policy**

- To maintain and develop effective listening systems for children and staff within Norden Primary School
- To ensure all staff deal with incidents of bullying, including cyber bullying, racial bullying and homophobic bullying, effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying, including cyber bullying, racial bullying and homophobic bullying
- To involve the wider school community (such as lunchtime supervisors, part-time staff, volunteers, higher education students and parents) in dealing effectively with, and if necessary referring, bullying including cyber bullying, racial bullying and homophobic bullying incidents
- To communicate with parents/carers effectively on the subject of bullying
- To acknowledge the key role of every staff member in dealing with incidents of bullying
- To ensure that all incidents of bullying including cyber bullying, racial bullying and homophobic bullying are recorded as appropriate
- To promote emotional health and wellbeing, with particular reference to Social and Emotional Aspects of Learning (SEALs) and our Personal, Social, Health, Emotional and Economic education (PSHEE) schemes of work, across the whole school, and for all members of our community to role-model this in all situations

### **Why do we tackle bullying?**

We tackle bullying as an issue because we are an effective, caring school and we believe that:

- Bullying makes people unhappy and leads to low self-esteem.
- Pupils who are being bullied are unlikely to concentrate fully on their schoolwork.
- Some pupils avoid being bullied by not attending school.
- Pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour.
- We wish to build the self-esteem of all pupils, especially bullies and victims.

### **Practice and procedures**

#### **What do we do to prevent bullying?**

Everyone involved in the life of the school must take responsibility for promoting common anti-bullying approach. It has been agreed to

- Be supportive of each other
- Provide positive role models
- Convey a clear understanding that we disapprove of unacceptable behaviour
- Be clear that we all follow the ground rules of Norden Primary School
- Be fully involved in the development of the anti-bullying policy and support anti-bullying practice
- Support each other in the implementation of this policy
- All members of staff are expected to report incidents of any form of bullying to the Headteacher

**All staff** have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being because they have the closest knowledge of the children in their care. They should build up a relationship of mutual support, trust and respect.

**Staff have a responsibility to:**

- Provide children with an understanding of our positive relationships policy and our behaviour script and how to encourage children to self-regulate their behaviour
- Emphasise and behave in a respectful and caring manner to children and colleagues, to set a good example and create a positive atmosphere in which to learn and develop
- Raise awareness of bullying, including cyber bullying, racial bullying and homophobic bullying, through the SEALS and PSHEE curriculum including activities, stories, role-play, discussion, peer support, Buddies, school council and involvement in the national anti-bullying events.
- Through the Head teacher and PSHEE co-ordinator, keep the Governing body well informed of issues concerning behaviour management
- That the PSHEE team will be responsible for the monitoring of the policy

**Governors have a duty to:**

- Be fully informed on matters concerning anti-bullying
- Regularly monitor incidents, reports and actions taken to be aware of the effectiveness of this policy
- Identify a governor to be the nominated 'link' within the leadership structure.

**Role of Parents:**

Parents have an important part to play in our anti bullying policy.

We ask parents to:

- Look out for unusual behaviour in their child – for example not wanting to attend school, feeling ill regularly, or not completing work to their usual standard.
- Always take an active role in your child's education, Enquire how their day has gone, who they have spent time with etc.
- If you feel your child may be a victim of bullying behaviour, inform the school. Your complaint will be taken seriously and appropriate action will follow.
- If you feel a child has bullied your child, please do not approach that child in the playground or on their way home. Please inform the school immediately.
- It is important that you do not advise your child to fight back or to repeat the bully's behaviour. This will only make the situation worse.
- Tell your child it is not their fault they are being bullied. Reinforce the school policy on bullying and ensure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform the school. The matter will be dealt with appropriately.

**Through the development and implementation of this policy, Norden Community Primary Schools trusts that all children, young people, parents/carers and staff will:**

- Feel confident that everything is being done to make Norden a safe and secure environment
- Know who can be contacted if they have any concerns about bullying, including cyber bullying
- Feel supported in reporting incidents of bullying, including cyber bullying
- Be reassured that action regarding bullying, including cyber bullying, will take place

We also adopt Rochdale LA Anti-bullying policy which includes a letter to parents and check list, to help them understand what bullying is and how to support their child.

### **Procedures for reporting and responding to bullying incidents:**

Allegations and incidents of bullying at Norden Community School will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved.

Before recording an incident it may be useful for staff to consider the following:

- Has the incident with the same person occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure that the child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in the child's behaviour?

Although incidents may not be bullying, they will always be followed up thoroughly and dealt with following our positive relationships policy.

### **Recording Bullying:**

The following procedures are followed:

- Incidents of bullying need to be reported to the Head teacher.
- The class teacher or unit leader will speak to all children involved about the incident separately or if appropriate as a group. This will be reported to the Headteacher.
- Appropriate action will be taken to end the bullying behaviour or threats of bullying.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied i.e. loss of privileges, spending playtime and lunchtimes with an adult, be withdrawn from class, be withdrawn from participation in a school visit, club or event not essential to the curriculum.
- If possible, the pupils will be reconciled.
- An attempt will be made and support given to help the bully (bullies) understand and change his/her behaviour.
- If the bullying continues or in more serious cases of bullying, parents will be informed and invited into the school for a meeting to discuss the problem.
- Mediating meetings, with both parents and pupils present may be used to resolve the issues.
- Bullying incidents will be recorded and kept on file using incident report form provided by the Rochdale LEA. Incidents of bullying, racist and homophobic bullying will then be passed to the LA to be recorded on a central database.

### **Through the development and implementation of this policy Norden Primary School want all children, parents/carers and staff to:**

- To feel confident that everything is being done to make Norden Primary School a safe and secure environment.
- Know who can be contacted if they have any concerns about bullying including cyber bullying, racial bullying and homophobic bullying.
- Feel supported in reporting incidents of bullying, including cyber bullying, racial bullying and homophobic bullying.
- Be assured that action regarding bullying, including cyber bullying, racial bullying and homophobic bullying will be taken.

**Links with other policies:**

This policy is linked with  
The behaviour policy  
Child Protection/Rochdale Borough Safe guarding procedures  
Equality policy  
PSHEE policy

**Useful Documents:**

**Preventing and tackling bullying.** Advice for headteachers, staff and governing bodies.  
March 2014. DFE-00094-2014

**Rochdale Anti-Bullying Policy 2014** and appendices.

**Mental health and behaviour in schools.** Departmental advice for school staff. June 2014.  
DFE-00435-2014

**Useful websites:**

MindEd  
Kidscape  
Beat Bullying  
Anti-Bullying Alliance  
Childline  
NSPCC young Minds  
Family Lives

**Monitoring of Policy**

This policy will be monitored by the Senior Leadership Team and through staff meetings and will be reviewed every 2 years. Following a review, suggestions for amendments will be presented to the Curriculum Committee.

Policy dated December 2011, reviewed 2013.  
Updated September 2015 and September 2017  
To be reviewed September 2019 in line with behaviour policy.

**Norden Community  
Primary School**

**Anti-bullying Policy**