

**Naseby CE Primary Academy  
Anti-Bullying Policy**



Policy Name	Anti-Bullying Policy
Owner	Naseby Church of England Primary Academy

Version Number	Revisions / Review Cycle	Date Ratified
V3.0	Bi-annually	April 2021

**Aims of Naseby CE Primary Academy**

Naseby Church of England Primary Academy aims to provide every child with high quality teaching and learning. It is the school's philosophy to give our pupils a measure of independence, a high level of self-confidence, a deep sense of self-worth, and an understanding and deeper appreciation of our Christian heritage.

To achieve this, we aim to:

- a) Enable all children to achieve their full potential, both academically, socially, personally, and morally in order that children expect the best of themselves.
- b) Promote spiritual development and the ability to grow and flourish as human beings.
- c) Support children in building relationships which reflect Christian values.
- d) Deliver a broad, relevant and challenging education which is of a high standard and appropriate to an individual child's needs.
- e) Promote high standards of behaviour based on mutual trust and respect, developing responsibility and fostering self-discipline.
- f) Promote good citizenship, thus enabling individuals to make valuable contributions to wider society.
- g) Ensure equal opportunities for all.
- h) Provide a welcoming and stimulating learning environment in which everyone feels safe, happy and secure.

To achieve these aims staff and governors will work in partnership with parents, carers and the local community for the benefit of all our pupils.

**Definitions**

The Office of Children and Young People's Services' Anti-Bullying Strategy defines bullying as "a persistent, deliberate attempt to hurt or humiliate someone"

Bullying can further be defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are;

- Physical (hitting, kicking, theft)
- Emotional (being unfriendly, excluding, tormenting)
- Verbal (name calling, racist, sexual or homophobic remarks, disability)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber (all areas of the internet, email, chat rooms misuse. Mobile threats by text or calls. Misuse of social networking sites, associated technology, camera and video facilities)

Naseby CE Primary Academy takes bullying seriously and will respond promptly and effectively to the issues of bullying. We believe that:

- All pupils have the right to attend school
- All pupils have the right not to be afraid
- All pupils should feel safe and happy at school
- All pupils should be able to trust the staff to act
- Parents/carers should be able to raise their concerns about bullying
- Staff and pupils should respect each other and treat each other with kindness and courtesy
- Ethos and curriculum should reflect these beliefs
- The anti-bullying procedure and the penalties for bullying should be made clear to all pupils, staff, parents/carers and governors
- The school should develop a working partnership with parents/carers

### **ACTIONS TO COMBAT BULLYING**

Among the activities which the school will establish and maintain in an effort to combat bullying behaviour are:

- Sanctions if needed against children who show signs of inappropriate/bullying behaviour. These include strategies to support the bully to reflect on their behaviour.
- Allocation of specific roles and responsibilities, both at staff and pupil level, in order that incidents may be detected, behaviour monitored, and appropriate support delivered.
- Communication of the policy and periodic update in order that staff and pupils are continuously aware of the policy's aim and also of their individual responsibilities.
- Staff training to ensure that all responsibilities in respect of this policy can be delivered effectively in a competent, caring and supportive manner.

### **INDIVIDUAL RESPONSIBILITIES**

It is important that pupils, parents and staff understand their responsibilities.

### **ROLE OF PUPILS**

In this regard the pupils are expected to:

- Report all incidents of bullying.
- Act in a respectful and supportive manner to their peers by reporting any suspected incidents which the victim may be afraid to report.
- Adhere to and promote the aims of this Policy.
- Refrain at all times from any behaviour which would constitute bullying of fellow pupils or adults.

Pupils will be reminded periodically in school (e.g. through assemblies) of their responsibilities.

### **ROLE OF PARENTS**

- Stressing to pupils the importance of socially appropriate behaviour.
- Reporting any misgivings they have concerning either victims or perpetrators of bullying to a member of the teaching staff.
- Actively endorse and support the Anti-Bullying Policy.
- Act as a positive role model for children.
- Encourage an appropriate response within their children, i.e. Not to physically hit back.

## **DEALING WITH INCIDENTS OF BULLYING & HATE INCIDENTS**

### **THE ROLE OF STAFF AND GOVERNORS**

Any hate incident or episode of bullying will be passed to the Class Teacher in the first instance. The class teacher will inform the Head of School, who will record the incident in the Behaviour Log. This log will be kept in the main office cupboard. Allegations of bullying will be reported to the Governing Body via the Head of School's Report, three times per year. Investigations will be carried out to ascertain the full details of the incident. Any proven incident of bullying will be dealt with as follows:

- When a pattern has been seen to develop, both the victim and the alleged perpetrator will be spoken to so as to ascertain the circumstances.
- A child suspected of bullying will receive a verbal warning and will be given support to correct their behaviour.
- If the behaviour continues, the child's parents may be invited in for a discussion with the Class Teacher.
- If the behaviour continues, the child's parents may be involved in a discussion with the Head of School.
- Parent concerns regarding bullying of their child will be brought to the attention of the Head who will usually decide to carry out an investigation.
- Any reoccurrence could lead to a fixed-term exclusion.
- Victims will receive support in order that they can identify when certain situations are developing, what strategies to use to alleviate the situation and who they can turn to for help. All allegations of bullying will be taken seriously. All classed based staff will be made aware of vulnerable children. Parents and governors will be made aware of any incident and the action taken to deal with it. All adults and pupils need to know that reported incidents are taken seriously and will be dealt with. Incidents could be reported to any adult on the school staff (e.g. the class teacher initially). The adult concerned should make the Head of School aware.

### **HELP ORGANISATIONS**

Childline – [www.childline.org.uk](http://www.childline.org.uk) 08001111

Anti-bullying alliance – [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

[www.Beatbullying.org](http://www.Beatbullying.org)

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

Advisory Centre for Education (ACE) 0207358321

Children's Legal Centre 08453454345

Kidscape Parents Helpline (Mon-Fri 10-4) 08451205204

Parentline Plus 08088002222

The named person who will co-ordinate and lead the anti-bullying work of the school is Mrs Louise Cook

**'Let all that you do be done in love' 1 Corinthians 16:14**

**Definition (of bullying):** 'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally' DCSF 2007

**Children's definition:** Several Times On Purpose

**School Behaviour Incident Form**

This report will be held in strict confidence and will not be made available to any outside persons or agencies.

Report from: Naseby CE Primary Academy

Names: \_\_\_\_\_

Date and time of incident: \_\_\_\_\_

Ethnic origin of victim: \_\_\_\_\_

Ethnic origin of perpetrator: \_\_\_\_\_

**Indicate type of incident – please tick:**

Name calling	<input type="checkbox"/>	Teasing	<input type="checkbox"/>	Physical abuse	<input type="checkbox"/>
Having personal possessions taken/hidden/damaged etc	<input type="checkbox"/>	Receiving or viewing abusive messages including hand written, text or e-mail	<input type="checkbox"/>	Being forced to hand over money	<input type="checkbox"/>
Being forced into something against their will on or off line	<input type="checkbox"/>	Being ignored or left out	<input type="checkbox"/>	Other (please specify)	<input type="checkbox"/>

If you feel the bullying incident was in any way motivated by any of the following please indicate with a tick.

Appearance	<input type="checkbox"/>	Disability	<input type="checkbox"/>
Gender	<input type="checkbox"/>	Race/ethnic origin	<input type="checkbox"/>
Religion	<input type="checkbox"/>	Sexuality	<input type="checkbox"/>

**Brief description of incident:**

Action taken:

Reported to class teacher       Reported to Headteacher

Other: \_\_\_\_\_

Signed \_\_\_\_\_ Role \_\_\_\_\_

**Please complete and give to teacher.**

**To be completed by teacher**

Action taken:

Please tick if the incident led to the perpetrator being excluded

Have you had contact with the victim's Parent/Guardian?      Yes/No

Have you had contact with the perpetrator's Parent/Guardian      Yes/No

Have you reported this incident to any other agencies?      Yes/No

If 'yes' which agencies?

**Brief description of meeting(s) with parents:**

<b>Victim</b>
<b>Perpetrator</b>

**Monitoring**

Signed: \_\_\_\_\_

Designation: \_\_\_\_\_

Please file in folder in the main school office.