



## **Northgate Primary School** **Anti-Bullying Policy**

Northgate Primary School will not tolerate any form of bullying. We believe that pupils and staff have the right to learn in an affirming and safe environment which promotes positive personal growth and self-esteem for all. This policy should be read in line with our Behaviour Policy.

### **At Northgate Primary School we aim to:**

- Foster a caring, supportive ethos in which bullying is not tolerated.
- Include regular anti-bullying work within the curriculum.
- Encourage a 'telling' culture.
- Treat all reports of bullying very seriously and record and report each one.
- Work in partnership with parents/carers and the wider community.

### **Ethos**

#### **All staff strive to develop a positive, anti-bullying ethos by:**

- Promoting equality and nurturing a sense of identity and belonging for all;
- Encouraging achievement and having high expectations of all pupils;
- Celebrating success in its widest sense;
- Promoting positive behaviour;
- Encouraging the active participation of pupils in decision making and school life;

### **Rationale**

Bullying is an abuse of power. It is a repeated, deliberate act of aggression which causes embarrassment, pain or discomfort to another. It takes many forms and may include physical attacks, verbal insults, extortion and theft, threatening and obscene gestures, spreading malicious rumours and deliberately excluding people from a group or activity. Bullying behaviours may also include:

- Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- pushing, kicking, biting, hitting, punching or any use of violence
- racial taunts, graffiti, gestures, sexual unwanted physical contact or sexually abusive comments
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying including the internet, email and internet chat Twitter and Facebook misuse
- Mobile threats by text messaging and calls
- Misuse of associated technology i.e. camera and video facilities, iPad, games consoles.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place between individuals, in group activities and between families in the local community. Bullying from staff, parents, carers or pupils are all not acceptable.

## **Curriculum**

Children through classwork and at assemblies have regular opportunities to reflect on the issues surrounding bullying and are offered opportunities to develop and practice skills for dealing with any incidents which might occur.

### **Encouraging a 'telling' culture**

We recognise how difficult it can be for pupils and parents/carers to take action on bullying and how bullying thrives on fear and secrecy. The key messages for pupils are:

- If you are being bullied, tell someone. Don't suffer in silence.
- If you see someone being bullied, tell an adult immediately.
- Don't think that it's OK to be a 'by-stander', this can give the impression that you think that bullying is acceptable when it never is.

Children are encouraged to report the incident to any adult in the school setting. They may write a note in a jotter to their teacher, mention it to a member of staff or have a quiet chat with a Classroom Assistant or other member of the support staff.

When children feel that behaviour towards them is either unpleasant or unacceptable they should tell a member of the staff who will then put the procedures for dealing with it in place.

### **Procedures for all staff dealing with incidents**

When bullying is suspected or reported:

- Staff will intervene immediately when bullying is reported;
- Staff will investigate - listen to all parties and witnesses;
- The incident will be recorded and given to the SLT or welfare team who will talk to the children concerned;
- The child being bullied will be made aware that the incident will be dealt with;
- Parents/carers of the child/children being bullied and also of the child doing the bullying will be notified.

All known/reported incidences of bullying will be investigated by the class teacher, a member of the behaviour team or by a senior member of staff.

### **When reviewing an incident we will try to establish:**

- Which pupils were involved;
- The age of the pupils involved;
- The nature and the extent of the bullying and where it was taking place;
- The effects on the person(s) being bullied;
- The nature of the relationship between the perpetrator(s) of the bullying and those experiencing it;
- If there were any triggers to the behaviour
- Whether there are any behaviour/learning needs which could affect an individual's behaviour towards others;
- The duty of care to all pupils and staff

Our priority is to restore a sense of safety and wellbeing in the person who has experienced the bullying and to encourage better behaviour from those who have perpetrated it. Some incidents are resolved quickly and with limited intervention, other incidents can be very complex and demand a great deal of skill and expertise.

The child displaying unacceptable behaviour may be asked to genuinely apologise (as appropriate to the child's age and level of understanding). Other consequences may take place. E.g. a parent being informed about their child's behaviour and a request that the parents/carers support the school with any sanctions that it takes (See Behaviour Policy). After the incident the situation will be monitored by staff and our welfare team will use a restorative approach to enable both parties to move forward amicably.

## **Restorative Approach**

At the heart of this approach is the intention to resolve conflict that occurs between people through a peaceful and fair process in which all parties are heard and respected. We use restorative approaches to help pupils understand the impact of their actions and how to resolve it. Restorative approaches encourage pupils to think about how their behaviour affects others. If a pupil in our school has been negatively affected by someone we will ensure that each child is heard and the situation is resolved fairly. If a pupil has done something wrong they will be asked to recognise the impact their behaviour has had on others and suggest a solution to resolve the situation and prevent reoccurrence in the future.

### **About Restorative Language**

We will ask:

What happened?

What were you thinking or feeling when it happened?

What needs to happen to put this right?

What would you do differently next time?

What would you think or feel if this happened to you?

What are you willing to admit to?

How can we put this right?

What could you do differently next time?

What other choice could you have made?

### **Involving Parents/Carers**

The parents/carers of bullies and their victims will be informed of an incident and of the action that has taken place and they will be encouraged to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from school following the correct procedure.) After discussions and/or actions following bullying incidents, monitoring of the behaviour will take place by the class teacher; this may incorporate a reward for achieving desired behaviour.

### **Managing and Recording Incidents**

Reports of alleged bullying incidents can come from a number of sources including pupils, parents/carers, staff and members of the community.

Staff treat all reports of bullying very seriously. All alleged/actual incidents of bullying are recorded on CPOMs, the school's incident recording system.

**Agreed by Staff: October 2024**

**Reviewed Annually**