



# Northgate Primary School

## **ANTI-BULLYING**

### **Introduction**

The staff and governors of Northgate Primary School do not accept or condone behaviour which threatens, hurts or deliberately frightens any member of our school community. As a community we seek to reduce the incidence of bullying and provide support and help for those involved.

### **Definitions**

Bullying is behaviour which is:

- ♦ Deliberately hurtful (including aggression)
- ♦ Repeated often over a period of time; and
- ♦ Difficult for victims to defend themselves against

The Department for Education (DfE) states that tackling bullying is an essential part of raising attainment.

### **Aims**

- ♦ To establish a shared understanding within the school about 'what bullying is.'
- ♦ To promote an anti-bullying ethos with all members of the school community; pupils, parents, governors and staff.
- ♦ To make pupils aware of strategies to use to keep themselves and others safe.

### **Objectives**

- ♦ Participate in the annual anti-bullying week when an anti-bullying leaflet will be discussed and sent home for children to discuss with their parents. Class activities and assemblies focus on anti-bullying
- ♦ Each class will discuss bullying as and when appropriate, the behaviour which can be interpreted as bullying
- ♦ Staff always respond to a reported incident of bullying.

### **Procedures to prevent bullying**

Pupils awareness of bullying and how to respond to it will be included in assemblies and in the curriculum.

Staff awareness will be raised by promoting the policy through discussions at staff meetings.

The anti-bullying ethos will be promoted by staff listening to pupils, taking action and following up the concern.

Parents will be encouraged to speak with school staff about bullying incidents involving their children.

### **Procedures for dealing with bullying incidents**

The member of staff to whom the initial incident is reported or discovered by will undertake the initial responsibility for dealing with and responding to the children. School undertakes to implement a Restorative Approach wherever appropriate.

- 1) Talk with the pupils involved (allow cooling off time if necessary) be clear to ask what happened and repeat back for clarification. Ask both parties what was happening before the incident. Give the children opportunities to own their behaviour and feelings e.g. were you feeling angry? Sometimes when people are angry they hit each other – did it happen today? Is it possible you might have hit him accidentally or deliberately?
- 2) Ask children what they think needs to happen next. Member of staff to help support Strategy – continue playing together, play apart, need cooling off time inside, apply sanction. If appropriate children would be supported to apologise to each other.
- 3) Depending on the incident it may need to be reported and recorded. Reported to a member of the school management team or Head MSA.
- 4) Talk with parents of those involved to gain their support to reach a resolution.

It is not only the victims of bullying who need to be shown how to be assertive but all children need these skills. There is a difference between assertiveness and aggression. We discourage parents from telling their children to hit back but we encourage children to tell us if people are being unkind to them.

Victims and other children are encouraged to report any bullying and we discourage bystanders being impressed by bullying.

### **Restorative Approaches**

Corridor Conference

- What happened?
- What were you thinking/feeling?
- What needs to happen to put it right?
- What are you going to do differently next time?

Restorative Approaches

The restorative approach is a whole school approach to behaviour management and will lead to a reduced need for high level interventions.

4 R's - RESPECT - RESPONSIBILITY - REPAIR - REINTEGRATION

Aims

- To create positive outcomes from negative behaviour
- To turn conflict into a teachable moment

What is a restorative approach?

- A process for resolving conflict
- A common language to resolve conflict
- A way of focusing on the need of both parties (harmed/harmer)

We use it because it:

- Encourages the wrongdoer (s) to take responsibility for their actions
- Praises acceptable behaviour/confronts unacceptable behaviour
- Asks young people to talk about the impact of their actions on each other
- Develops a culture of respect and responsibility

### **Equal opportunities**

All children are treated equally regardless of their ability, age, gender, physical ability, language, race, religion or social background.

### **Looked After Children/EAL (English as an Additional Language)/SEND (Special Educational Needs and Disability)**

No child who qualifies under one of the above headings will be discriminated against. These extra needs will be taken into account and consideration be given on an individual basis (through IEP, PEP, PSP, BSP).

THIS POLICY SHOULD BE READ ALONGSIDE THE BEHAVIOUR MANAGEMENT POLICY

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

**Agreed by Staff: May 2019**

**Agreed by Governors: June 2019**

**Review Date: 2020**

*J Bailey*

**Chair of Governors**