



# Nutley Church of England Primary School Anti-Bullying Policy

This policy was endorsed by the **Board of Governors** at the meeting on 28<sup>th</sup> March 2022

**Head Teacher**

signed

**Chair of Governors**

signed

This policy will be reviewed annually and revised where necessary

## Nutley Church of England School Anti-Bullying Policy

### Principles

The aim of Nutley Church of England School is for every member of the school community to feel valued and respected, and for everyone to be treated fairly. As a Church of England school, our Christian ethos permeates all our policy and practice. We are a caring community, whose values are built on mutual trust and respect. We are an inclusive school community that seeks to bring children from different backgrounds together, following Christ's commandment to love one another.

Every child has the right to learn but no child has the right to disrupt the learning of others. In our school, everyone has the right to feel safe and welcome. We will not tolerate unkind actions and/or remarks even if they were not intended to be hurtful.

*All are made in the image of God, and loved by God. Through the example of Jesus, all are called to live embodied, fulfilled human lives. Genesis 1:27*

**Bullying in any form is not acceptable at Nutley CE School.** Every effort is made to deal with both victim and bully in a sensitive way, acknowledging the need for a fair and firm approach, sympathy (for the victim) and confidentiality where appropriate. No child should be in fear of another. The establishment of a sound, positive and caring ethos is an essential prerequisite for learning. It depends upon trusting relationships and a process of co-operative team work and the school welcomes and encourages the involvement of the LEA, governors, parents and carers and others in the community.

**Our school has a zero tolerance approach to peer on peer abuse. We will follow the latest East Sussex County Council guidance (Protocol for Managing Peer on Peer Harmful Sexual Behaviour in Schools, Settings and Colleges September 2021) should any incidents occur within our school.**

**What is bullying?** Bullying can be complex in nature and is not always easy to define, but having an agreed definition of bullying is crucial as professionals, parents, children and young people need to make the distinction between what is relational conflict and what is bullying.

### Relational conflict vs Bullying

Equal power	Imbalance of power
Happens occasionally	Repeated negative action
Accidental	Deliberate
Remorseful	No remorse
Effort to solve problem	No effort to solve problem

*The Anti-Bullying Alliance (ABA) defines bullying as “the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.”*

Bullying can manifest itself in many guises, such as physical, verbal/non-verbal, psychological, emotional or a combination of the above. Methods of bullying include: name-calling; teasing; threats; offensive comments; kicking; hitting; pushing; gossiping; excluding people from groups; and spreading hurtful and untruthful rumours. These actions can be done face to face, via third parties, or via other means such as text messaging, emails or in Internet chat-rooms.

It is recognised that any definition of bullying has to be a working definition that is open to change, understanding that sometimes what an individual child experiences as bullying may not fit our perceptions but is still perceived by the child as bullying.

Bullying is harmful to everyone involved, not just the person being bullied.

### **Aims**

- We aim to prevent bullying at Nutley CE School
- We aim to raise pupil's awareness of bullying behaviour and the schools anti-bullying policy
- We aim to challenge attitudes about bullying behaviour, increase understanding of victims and create an ethos of kindness and anti-bullying within the school

It is recognised that certain groups of children and young people may be more vulnerable to bullying than others. As a school, we must be able to respond to the needs of the community that we serve.

Reasons for being a victim may be:

- Race, gender, background
- New to school, group
- Child with a family crisis or a Child who is Looked After (CLA)
- Have a disability or a Special Educational Need
- Children on the edge of a group
- Children deemed to be 'different' in some way including sexual orientation, being of a faith or of no faith

Bullies make life miserable for many children. Reasons (not excuses) for being a bully may be:

- Victim of violence
- Bullied at home/in another situation
- Enjoy power/creating fear
- Copying behaviour seen elsewhere
- Unhappy
- Insecurity
- Very low self-esteem

Bullying occurs in children from all backgrounds, cultures, races, genders and in all age groups, including adults.

### **Early signs of distress**

- Withdrawn
- Deterioration of work
- Regular 'illness' (e.g. tummy aches, head aches)
- Isolation
- Desire to remain with adults
- Poor attendance
- General unhappiness
- Late arrivals

- Bed-wetting
- Crying themselves to sleep
- Unexplained cuts, scratches
- Unexplained missing possessions

### **Guidelines and Procedures for dealing with Bullying**

Prevention is better than cure so at Nutley CE School we will be vigilant for signs of bullying, always take reports of bullying seriously and investigate them thoroughly.

Children will always be encouraged to report incidents of bullying to an adult, these will then be referred to the class teacher and the Head Teacher.

Our main priority is to ensure that all children feel safe and secure and some situations will require a more instant, direct approach.

- Staff should always try to be vigilant and aware of situations which could lead to children feeling 'got at' or under pressure from peers and other children within the school.
- Bullying can take many forms and it is always worth checking whether a child is feeling OK if you do sense a problem. Sensitivity is also required as a victim may not want to discuss a problem at that moment, try to find another more appropriate time to follow your concerns up.
- If you are not the class teacher, make sure that your concerns are voiced to the teacher.
- Any cases of bullying must be reported to the Head Teacher who will act as quickly as possible to prevent further acts, either through direct intervention or through the no blame approach.
- If the incident is not too serious, a problem solving, perhaps no blame approach will be taken. Each child has the opportunity to speak and the discussion is kept focused on finding a solution and stopping the bullying recurring. The teacher aims to help the pupils to find their own solutions. A follow-up meeting is made to find out whether the solution has been successful and to progress from there.
- A serious incident must be taken to the Head Teacher/Deputy Head Teacher and direct action will be taken as appropriate. Parents will be contacted and the behaviour management policy will be used to address the behaviour.
- A record must be kept of the incident on SIMS.
- Parents must be informed of serious incidents so that everybody can work together to support the victim, support the bully to break out of the behaviour and to ensure that the behaviour is not repeated.

- Serious incidents will also be reported to the Chair of Governors and Governor with responsibility for inclusion.

- Persistent bullies are at risk of a fixed-term exclusion.
- If needed, outside help should be sought to deal with a bullying problem.

### **Staff on Duty should:**

- Ensure pupils are supervised at playtimes and lunchtimes
- Patrol any secluded areas e.g. toilets, corners of the field, corridors, doorways
- Observe pupil's play patterns and relationships – alert teachers if you are concerned
- Investigate every allegation of bullying

### **Cyber Bullying:**

Online Safety is an important element of our core and extended curriculum.

Occasionally issues surrounding cyber-bullying do come to our attention and as the majority of these take place out of school, the school takes a supportive rather than a punitive approach to managing such concerns.

At Nutley CE School, when incidents of cyber and text bullying are brought to the school's attention, the following steps are put in place:

- Evidence is presented to Head teacher / Deputy Head teacher (DHT).
- The parents of all children involved are informed.
- Head teacher / DHT speaks to the individual or group as is appropriate.
- Class teacher further reinforces key messages with class/year group that week.

If such incidents occur, the subsequent newsletter will reissue parental advice regarding supervision of internet use.

### **Bullying outside the school premises.**

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

### **Monitoring and Review**

This policy will be reviewed annually and in the light of any changing circumstances. This policy should be read in conjunction with the Behaviour Policy.