



ANTI-BULLYING POLICY

	Print Name	Signature	Date
On behalf of Headteacher	Simon Cotterill	Agreed at Governors Meeting	23 rd January 2024
Ratified by Governing Body	Darren Abbott/Irene Ridgers	Agreed at Governors Meeting	23 rd January 2024

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New Scotland Hill School Anti-Bullying Policy

Aim

At New Scotland Hill Primary School and Nursery, we will create an environment in which bullying is unacceptable. This aim is supported by our work in Personal, Social and Health Education and the relevant materials (including SEAL) for whole school assemblies, class work and small group support, as necessary.

The aim of the Anti-Bullying Policy is to ensure that pupils learn in a mutually respectful, supportive, caring and safe environment without the fear of being bullied. Bullying is anti-social behaviour and affects everyone: it is unacceptable and will not be tolerated. The Headteacher is responsible for ensuring that the school's practice is in line with this policy.

Definition

Bullying is 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:

- Emotional - being unfriendly, excluding or tormenting
- Physical - pushing, kicking, hitting or using any kind of violence
- Racist – language, taunts, graffiti or gestures
- Verbal - name calling, spreading rumours or taunting
- Sexual - unwanted physical contact or sexually abusive comments
- Cyber-bullying - using technology to harass, target or threaten others

Indicators

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools, using a range of methods and channels for doing so. Staff will not assume that children will just tell them they/someone is being bullied; a range of interventions and strategies will be used to support pupils with communicating their concerns and worries. Teaching staff and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the school policy.

Statutory duty of schools

The Headteacher has a legal duty under the Education Act 2002, Education and Inspections Act 2006 and the Equalities Act 2012 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

The Anti-Bullying Policy has been revised in consultation with the whole school community. Responsibilities are identified as follows:

School:

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be reported to the Headteacher
- The Headteacher will interview all concerned
- All other staff will be informed of the incident
- Parents will be kept informed
- Take advice from external agencies, if deemed appropriate
- Records of bullying will be held in the Behaviour Log on the online CPOMS system

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Parents:

Children may make disclosures to parents at home or parents may notice a change in behaviour that is not evident in school. Parents should feel confident that they can come into school with their concerns and speak to either the classteacher or a senior member of staff. Parents have the right to make a complaint if it is felt that a bullying incident has not been dealt with effectively.

Actions will be agreed at this meeting and parents should be given feedback as to the outcome. They should also be encouraged to make further contact if the difficulty does not appear to have been addressed or the behaviour is repeated.

We would always prefer that difficulties in relationships between children were resolved in school and would discourage parents from intervening themselves. However, the school will support victims of bullying outside of the school, if the perpetrator or victim is a member of the school's community.

Pupils:

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their classteacher, inclusion lead or a senior leader
- Reassuring the pupil and ensuring appropriate strategies are employed
- Offering continuous support
- Providing opportunities for restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need for change
- Informing parents to help change the attitude of the pupil
- Understanding the consequences of further instances of bullying

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Being kept in at break-time/lunchtime
- Exclusion from certain areas of the school or activities
- Minor fixed term suspension
- Major fixed term suspension
- Permanent exclusion

Any of the last three steps should only be considered in very extreme circumstances.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. The school will participate in local and national anti-bullying initiatives to enhance curriculum work

Monitoring, evaluation and review

The school will review this policy every 3 years unless required to do so earlier by legislation or circumstances. The review will assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

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This policy should be read in conjunction with the school's Behaviour, Equality, Child Protection, Confidentiality, Learning and Teaching and E-safety policies.