

## **Northcote Primary School**

### **Anti-Bullying Policy**

#### **To be read alongside Northcote Primary School's Behaviour Policy**

#### **1. Our Values Statement**

1.1 At Northcote Primary School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. We believe that everybody has the right to be treated with respect, and that bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

#### **2. What Is Bullying?**

2.1 Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. We recognise that bullying can take many forms:

**Emotional** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

**Physical** - pushing, kicking, hitting, punching or any use of violence

**Racist** - racial taunts, graffiti, gestures

**Sexual** - unwanted physical contact or sexually abusive comments

**Homophobic** - because of, or focussing on the issue of sexuality

**Verbal** - name-calling, sarcasm, spreading rumours, teasing

**Cyber** - All areas of internet, such as email and internet chat room misuse

Mobile threats by text messaging and calls

Misuse of associated technology, i.e. camera and video facilities

#### **2.2 Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares

- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

### **3. Goals and Objectives of this Policy**

Our Anti Bullying Policy works in conjunction with our Behaviour Policy, and aims to achieve the following:

All children feeling safe and able to learn, play, and enjoy the company of others.

All children treated fairly, with respect, and dignity.

All children to be heard and their emotional concerns taken seriously

All children aware of what bullying is and is not, and able to report their concerns in the knowledge that action will be taken where appropriate

We aim to achieve this by:

- Taking positive action to prevent bullying from occurring through a clear school policy on Personal and Social Development.
- To show commitment to overcoming bullying by practising zero tolerance
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

## **4. Strategies Employed to Address Issues of Bullying**

### **4.1 Procedures**

1. Report bullying incidents to staff – see Behaviour Policy
2. In cases of serious bullying, the incidents will be recorded by staff – see Behaviour Policy
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. Support will be made to help the bully (bullies) recognise and change their behaviour – this will usually be done in tandem with the class teacher and a learning mentor.
7. Support will be made to the victim(s) of bullying to help build esteem – this will usually be done in tandem with the class teacher and a pastoral support officer.

### **4.2 Outcomes**

The bully (bullies) will be asked to genuinely apologise. Other consequences may take place. The Behaviour Policy should be referred to as it outlines our sanctions system.

In serious cases, fixed term or permanent exclusion will be considered.

Where considered appropriate pupils who bully may lose their playtimes/ lunchtime breaks until such times that they are considered playing in a safe manner.

If possible, the pupils will be reconciled.

After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Racism will be reported through the Liverpool L.A. Racism reporting system that is to be found on [www.liverpool.gov.uk](http://www.liverpool.gov.uk)

### **4.3 Prevention**

4.3.1 Northcote Primary School acts to prevent and counter bullying through a raft of explicit anti-bullying interventions alongside more implicit positive behaviour reinforcement activities. Northcote Primary School places a great deal of emphasis on encouraging and supporting children to treat each other and adults with respect and kindness. We model and reward considerate behaviour towards others and make clear the values of respect by which we operate at Northcote Primary School.

4.3.2 Children are helped to take responsibility for their actions and just as importantly, to make amends for any misdemeanour. By doing so, the likelihood of bullying behaviour is diminished, as children are called to account for their

actions, as well as secure in the knowledge that if they have experienced bullying by others, action is taken by the school.

4.3.3 The school's staff are experienced in peer mediation, and are supportive of children in conflict resolution with each other wherever possible.

4.3.4 The Child Protection Officer and members of the school's Leadership Team also provide targeted support for children who may be exhibiting bullying characteristics, enabling them to see the impact of their behaviour, and to raise positive self-esteem in such children.

4.3.5 Northcote Primary School recognises the UK national Anti-Bullying Week annually – raising awareness of what bullying is and isn't, and how to respond to bullying. Teaching teams reinforce learning throughout the year through weekly PHSE and Circle Time sessions with their class.

4.3.6 Northcote Primary School provides useful information and contact details of outside organisations who provide advice and support for both families and children. These contact points are available on the Parents' page of the school's website:- [www.northcoteschool.com](http://www.northcoteschool.com)

4.3.7 Northcote Primary School Council discuss the issue of bullying as a regular item on its agenda.

<b>Member of staff responsible:</b>	<b>Mr Morgan</b>
<b>Date Policy written:</b>	<b>January 2022</b>
<b>Date to be reviewed:</b>	<b>January 2024</b>

**Date approved by Governors: 18.1.2022**

**Signature of Chair of Governors:**