

**Newhampton Church of England Schools Federation**

# **Anti-Bullying Policy**

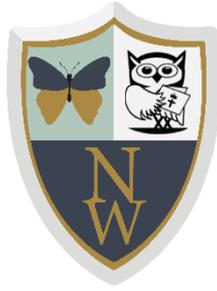
Newtown Church of England Primary School

&

Welshampton Church of England Primary School

**Agreed by the FGB Spring 2022**

**Review by Spring 2024**



## **Values and Vision**

**Growing together in strength, love and wisdom, we shine.**

**“Let your light shine”**

**Matthew 5:16**

‘Let your light shine’ encapsulates the Federation’s commitment to provide an enriching education which is deep and broad. Pupils will be equipped for life in all its fullness through our Christian values of strength, love and wisdom.

Learning will be a journey of fun and adventure, broadening the horizons of our pupils and inspiring them to be the best they can be. Within a nurturing environment, we will support our pupils to give them the strength to flourish as confident, resilient and independent members of society.

Christian character illuminates all aspects of school life, where everyone is understood and valued. At the heart of our safe and inclusive schools, pupils will be kind, patient and respectful - developing a love of one another, a love of learning and a love of life itself.

The aspirational curriculum will foster curious and creative thinkers, who will be encouraged to maximise every opportunity and be proud of their achievements. Pupils will find joy in seeking knowledge and learning new skills, as they grow together on their journey through childhood.

Our schools are forward-thinking and outward-looking. We will continuously improve and evolve together, in order to inspire pupils who leave our schools feeling excited and ready for the future.

# Anti-Bullying Policy

Within the school community everyone has a right to feel secure and confident that they will not be bullied or intimidated by others.

At Newhampton Church of England Schools Federation bullying cannot, and will not, be tolerated. “We believe that everyone has a right to come to school and feel happy and safe at all times. No one has a right to make anyone else unhappy in any way, for any reason.”

The school aims to provide a caring environment in which all pupils and staff treat each other with mutual respect and consideration.

## Definition

Bullying may be defined as any form of verbal, physical or psychological intimidation, usually carried out over a period of time and which results in hurting or causing distress to another child or adult. Bullying includes any intimidation related to appearance, religion, ethnicity, gender, sexual-orientation, home life, culture, disability, or special educational needs.

Bullying is generally characterised by:

- Repetition: Incidents are not one-offs but frequent and happen over a period of time.
- Intent: The perpetrator means to cause verbal, physical or emotional harm. It is not accidental.
- Targeting: Bullying is generally targeted at a specific individual or group.
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

Categories of bullying include:

- **Verbal** – name calling, imitating, teasing, insulting, spreading rumours, swearing, making threats.
- **Physical** – any unwanted or inappropriate touching, physical intimidation, hitting, pushing and shoving, kicking, pinching, poking, damaging or taking of belongings, threats of violence and extortion.
- **Emotional** – spreading rumours, deliberate exclusion from groups, tormenting, ridiculing, isolating, refusing to work with another pupil, revealing personal information, threatening, inciting others to treat an individual in a manner that could be considered bullying.
- **Cyber** – online threats and intimidation, harassment/‘cyber-stalking’, defamation, exclusion or peer rejection, impersonation and unauthorised publication of private information or images. (It can include messages intended as jokes, but which have a harmful or upsetting effect.)

## Legal issues related to bullying

Under the Equality Act 2010, the school has a responsibility to take action to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act; advance equality of opportunity between people who share a protected characteristic and people who do not share it; and foster good relations between people who share a protected characteristic and people who do not share it. This is supported by the Human Rights Act (HRA) 1998.

Although bullying itself is not a criminal offence, some types of harassment, threatening behaviour and/or communications could be considered criminal offences:

- Under the Malicious Communications Act 1988 it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety, or which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.
- The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.
- Section 127 of the Communications Act 2003 makes it an offence to send, by means of a public electronic communications network, a message, or other matter, that is grossly offensive or of an indecent, obscene or menacing character. It is unlawful to disseminate defamatory information in any media including internet sites.
- Other forms of bullying which are illegal and should be reported to police include: violence or assault, theft, repeated harassment or intimidation and hate crimes.

### **Identifying Bullying**

The school will always treat any reported cases of bullying very seriously and resolve any problem as quickly as possible. Pupils are encouraged to report to a member of staff if they feel they are being bullied or witness others being bullied. They may use the class Worry Box to express a concern, if they cannot verbally tell a staff member.

Children should never accept the situation. The consequences of bullying can be very serious. Possible indications of bullying which staff and parents may recognise are a reluctance to attend school, headaches, stomach ache, loss of interest in school, sleeplessness, fear of walking to and from school, bruises and scrapes, loss of belongings, not wanting to talk about school, children being isolated on the playground and not joining in with games, loss of appetite or conversely comfort eating, decline in standard of work, depression and generally upset, change in character.

### **Action**

Should any member of staff be informed or become aware of possible bullying they must consider the following;

- What has given rise to the concern? Sometimes problems occur because of misunderstandings between friends or false messages being passed by a third party. Accidents do happen, on the playground children can be knocked or tripped as they play. Establishing the facts by talking to the children involved or those who may have witnessed incidents and recording findings in the Incident Book is the first step. Some bullies may deny incidents, it is important that events are investigated fully to establish facts.
- Children should be given the confidence to bring any concerns about bullying to the attention of staff. They must not be made to feel guilty if they say they are being bullied. Staff must believe what the child is saying and carefully determine the facts. The child must be assured of the support of staff. Some children may be concerned about telling an adult, fearing further threats from the bully as a result, therefore children may feel more comfortable telling a friend, parent, teaching assistant or writing a message for the Worry Box. Staff need to be vigilant when incidents are reported by children who frequently tell of incidents and may not be taken seriously.
- Staff should talk sensitively to any child who feels they have been bullied to gain an understanding of the situation causing concern, including finding witnesses whenever possible.
- Children should be reassured that bullying does not have to happen and that the problem can be solved if pupil, school and parents work together. (Bullies depend on children being too frightened to talk or feeling they are inadequate.)

- Having established the facts, the Headteacher and senior staff should be informed and any necessary sanctions put into place against offending pupils in line with the Behaviour Policy. Sometimes the bully may need help as well as correction. Parents will be informed of the situation and the action being taken.

### **Recording Incidents**

Reports of bullying should be dealt with immediately. Incidents of alleged bullying will be recorded on CPOMS. The Headteacher or Deputy, will investigate the allegations thoroughly before deciding upon the best course of action.

### **Sanctions**

Sanctions used are taken from the Behaviour Policy. Any incident of bullying dealt with will be followed up with regular checks by the member of staff who dealt with the incident initially, daily to begin with then reducing in frequency if the problem has been resolved. (Weekly then fortnightly). This will ensure that the problem is not reoccurring. By doing so the bully is less likely to start bullying again. The bully is always expected to listen to the feelings of the person who has been bullied and make an apology. This can be in writing to the victim (and/or witnesses if appropriate), or face-to-face, but only with the victim's full consent as victims should never feel pressured into a face-to-face meeting with the bully.

### **Curriculum Support**

Bullying is a recurring theme covered in PSHE lessons and whole school Worship. Circle time can be used to create a safe space and time to explore issues of concern and discuss feelings and appreciate the views of others.

Opportunities are also used to raise the issue of bullying in collective worship, class discussions and as and when incidents arise on the playground. Staff will make it clear to children that bullying is not allowed and that **it is right to tell** an adult, parent, teacher, teaching assistant or friend.

### **The Role of Parents**

If a parent informs the school of concerns about bullying, the school will respond in a positive manner to identify the facts and act as necessary. Parents must be made aware of the need to investigate any incident fully before deciding on the best course of action.

All parents should be aware of the school's position relating to bullying and feel confident in the school's determination to act in cases of bullying. Parents should be encouraged to support their children and bring any concerns to the attention of the school as soon as possible.

### **Reports of Bullying out of School**

Bullying can often occur out of school. Although the school can not prevent bullying off the premises, staff at Newhampton Church of England Schools Federation will continue to teach children that they should not suffer in silence. By alerting a member of staff to a bullying issue involving children who do not attend Newhampton Church of England Schools Federation, the appropriate agency can be informed.

Teachers have the power to follow the Behaviour Policy for misbehaving outside the school premises. 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 will be investigated and acted on. In all cases of misbehaviour or bullying, the teacher can only follow the Behaviour Policy on school premises, or elsewhere when the pupil is under the lawful control of the staff member.

Headteachers have a specific statutory power to act on poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Headteachers the power to regulate pupils' conduct when they are not on school premises and therefore not under the lawful charge of a school staff member.

The Headteacher will 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 will always be informed.