

## ST NEOT COMMUNITY PRIMARY SCHOOL

### Anti-Bullying Policy



#### INTRODUCTION

It is the policy of the Governing Board and staff of St Neot School to create a positive atmosphere in which children feel safe, secure and happy and are given the maximum opportunity to learn while developing self-discipline, a respect for themselves, for others and for the environment. This policy applies throughout the school day and into extra-curricular activities.

Bullying can be described as follows:

- It is deliberately hurtful behaviour
- It is repeated over a period of time
- It is difficult for those being bullied to defend themselves

Bullying types include:

- physical – hitting, kicking, taking belongings
- verbal – name calling, insulting, racist remarks
- indirect – spreading nasty stories about someone, excluding someone from social groups, making sharing an unpleasant issue
- cyberbullying-the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature.

The NSPCC regards bullying as being:

Several

Times

On

Purpose

These behaviours are deliberate and regular, with an intention to cause suffering, and include 'cyber-bullying', i.e. the use of social networking sites, e-mail, text messages and other forms of electronic communication whether for direct or indirect bullying (see also the school's policy on Internet Safety & Security/E-Safety).

The Staff and Governors of our school are aware of the effects of bullying behaviour on children's emotional, physical and psychological health as well as on learning. Bullying behaviour is treated very seriously and is acted on in accordance with our Behaviour Policy, and with DfE advice 'Preventing and Tackling bullying-July 2017'.

Children are made aware of what bullying involves, of how they can deal with it and steps to be taken by them if it should occur. This is delivered via the curriculum e.g. PSHE and IT E-Safety Units of Work, assemblies and visitors, social stories and skills. This provision helps to prevent and stop bullying.

If bullying does occur, pupils should be able to tell somebody and to know that the whole community will support them. The latest pupil survey (November 2017) shows clearly that a very large majority of pupils (over 95%) felt there was an adult in school they could talk to if worried or upset. There are teaching assistants in the school whom children are encouraged to speak if they have a concern. Each child in school has an identified 'safe person' someone they feel able to talk to about any problems they might have.

We recognise that parents are often the first to be confided in by a child who is the victim of bullying. We therefore encourage parents to discuss any worries about their children with the school in order that we can support the child. We endeavour to ensure parents have a full and accurate understanding of what defines bullying and how they can support the school in addressing any concerns.

We recognise that in primary schools most bullying behaviour takes place in the playground. We therefore ensure:

- Our playground areas are effectively supervised at all times by trained staff.
- Children have opportunities to be involved in a range of play activities, or can sit quietly if they want.
- If children feel vulnerable in the playground a 'buddy' system is in place to help them feel secure and safe.

#### **HOW DO WE FIND OUT ABOUT POSSIBLE ACTS OF BULLYING?**

We encourage pupils to talk to adults in the school, especially the class teachers, teaching assistants and the Headteacher about their own and others' needs. PSHE lessons and assemblies develop children's personal skills, thinking skills and encourage discussion. Regular monitoring of class and lunchtime behaviour records will be completed by senior staff to look for patterns of behaviour.

- Parents are encouraged to talk to the school if there are worries
- Staff observation of pupils may indicate a child is troubled or friendless
- Systematic recording of individual pupil behaviour on a daily and weekly basis will be undertaken if necessary and acted on accordingly.

#### **ACTION TO BE TAKEN WHEN YOU SUSPECT BULLYING**

- Report to Headteacher or senior leader
- Discussion with all children concerned
- A record is kept of every incident, including the children's own accounts of what has happened
- Discussion with parents/carers and review of these records
- Monitor closely – continuous review and observation remaining vigilant even when bullying appears to have ended
- Apply sanctions where necessary (see School Behaviour Policy)
- Update 'School Bullying Report Log' submit to LA on a termly basis

#### **MONITORING AND EVALUATING THIS POLICY**

- The School Council will report any issues of concern from pupils
- The SLT/SENCo/Headteacher will monitor the effectiveness of this policy and any concerns should be addressed to them initially
- The Governing Board will review this policy to ensure it reflects current procedures.