



## **Anti-Bullying Policy**

Date Last Reviewed: **October 2022**  
Next review date: **October 2023**  
Audience: **Open**

### **Related Policies:**

- **E-safety Policy (within the Computing Policy)**
- **Positive Behaviour Policy**
- **Exclusion Policy**
- **Safeguarding & Child Protection Policy**

# *Newnham Junior School*

---

## **DEFINITION OF BULLYING:**

'Bullying is identified as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms but the three main types are physical (e.g. Hitting, kicking, theft) verbal (e.g. name calling, homophobic or racist remarks) or indirect (e.g. spreading rumours, excluding someone from social groups)' [DfEE Circular 10/95]

Kidscape also include: Verbal: sarcasm, persistent teasing.

Emotional: tormenting, threatening, ridicule, humiliation

Racist: racial taunts, graffiti, gestures

Sexual: unwanted physical contact, abusive comments

## Online

'Cyber bullying is bullying through the use of communication technology like mobile phones, text messages, e-mail, websites, chat rooms or social media. This can take many forms for example:

Sending threatening or abusive text messages or e-mails, personally or anonymously.

Making insulting comments about someone on a website, social media networking or chat room site

Making, altering or sharing derogatory or embarrassing videos or pictures of someone via mobile phone or internet.' [www.safety.lgfl.net]

## **AIM:**

This policy aims to ensure that all pupils, staff and parents are aware of the policy and fulfil their obligation to it; to make sure pupils and staff are aware of and have access to support; to reduce and eradicate instances in which pupils and staff are subjected to bullying; to establish appropriate means of providing aftercare should any incident of bullying occur and to provide a clear framework for practice.

## **ROLES AND RESPONSIBILITIES**

### **The Headteacher will ensure that:**

- Staff, parents and children are aware of the school's policy
- The effectiveness of the anti-bullying policy is reported to the governing body via the curriculum committee as a standing item once a year
- Staff act firmly against bullying whenever it appears
- Training and guidance will be provided for all school staff to ensure that they are able to carry out the responsibilities, which are required by the school's policy
- A positive climate is established in the school by ensuring all pupils treat each other with respect and tolerance and have a good understanding of what bullying is and how to report it.
- Pupils know that bullying is wrong and that it is unacceptable behaviour in this school

### **All Staff will:**

- Model positive behaviour
- Be alert to the signs of bullying
- Act firmly and promptly against it
- Use the school's structures and procedures to deal with bullying. Parents of children involved to be informed if bullying is identified.

# *Newnham Junior School*

---

- Ensure that all relevant staff are aware of bullying incidents/ongoing disputes between children. This should include all Teachers and Teaching Assistants who work with the children involved, SMSAs and the Welfare Officer. This can be shared in business meetings, on the staffroom boards and on the behaviour log.
- Look out for children on the playground/in school who are not feeling happy.
- Teach the children about caring for each other and what to do if they experience bullying.
- Take action if a child is being excluded/not developing friendships and provide support (eg through buddies, the peaceful playground or helping them to find someone to play with).
- Record any reported bullying behaviour on the behaviour log and inform a member of the Senior Leadership Team.
- Behaviour log to be reviewed by the Senior Leadership Team every week.

## **Pupils will:**

- Not bully.
- Learn about what bullying is and what to do about it through the RHE curriculum (autumn term topics, assemblies and themed days/weeks).
- Develop the skills to deal with bullying, these can include:
  - Ignoring behaviour if appropriate, e.g. one-off silly name calling
  - Learning how to be more self-assertive and resilient
  - Finding an alternative group of friends without involving them in the dispute
  - Knowing when bullying behaviour should be reported
- Be aware that knowing about bullying by or to others and doing nothing is unacceptable.
- Be aware of how to be a good online citizen and what to do if they are bullied or made to feel uncomfortable online.
- Be aware of other children and involve them if they do not have children to play with or are having problems on the playground.

## **Parents, Carers and Families will:**

- Discourage their children from using bullying behaviour at school, at home or elsewhere.
- Take an interest in their children's school life by discussing friendships, how breaks and lunch time are spent, and where appropriate, their journey to and from school.
- Watch out for signs that their children are being bullied, or are bullying others.
- Contact the school at the first sign if they are worried that their children are being bullied or are bullying others.
- Work with the school to resolve bullying issues.

## **The Governing Body will:**

- Support the school in the implementation of the policy.
- Help to explain and comment on the policy to all interested parties.
- Discuss any issues brought up by the Headteacher.

# *Newnham Junior School*

---

## **ACTIONS TO BE TAKEN**

The following is a list of actions available to staff depending on the seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too.

If bullying is suspected the school will:

- Talk to the suspected victim and any witnesses individually to ascertain exactly what has happened
- Identify the child/children who are bullying and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated.
- Record the incident of bullying in the School Behaviour Log and inform a member of the Senior Leadership Team
- Involve all parties together to discuss the issues if agreed by all parties
- Support & empower children to resolve the conflict & understand their role in the issues
- Establish an agreement between the children where needed
- Inform parents and implement sanctions according to the situation and in line with the behaviour policy
- Follow up with further discussions with individuals as and when appropriate
- When necessary support children individually or together
- If the incidents persist and are causing a health and safety issue then the Headteacher could instigate exclusion procedures against the bully

## **Monitoring and Evaluating**

- The effectiveness of this policy will be regularly monitored by the SLT.
- A central record of bullying incidents will be kept by the school, reviewed by the Headteacher and the numbers of incidents reported annually to the Governing Body by way of the school's behaviour log).

## **Review:**

- The policy will be reviewed in line with the school's review cycle. However, the governors may review the policy earlier if the governing body receives recommendations on how the policy might be improved.

# *Newnham Junior School*

---

This document was approved and adopted by the governing body

Date 13<sup>th</sup> October 2021

Name of the Chair of Governors Tanya Huehns

Signature of the Chair of Governors \_\_\_\_\_

| <b>Date</b>                     | <b>Status</b> | <b>Comments</b>   |
|---------------------------------|---------------|---|
| 26 <sup>th</sup> September 2017 | Approved      | Policy effectiveness reported to the FGB via the Curriculum Committee once a year. 'A climate of trust' wording updated to be more specific to anti-bullying. |
| 25 <sup>th</sup> September 2018 | Approved      | Reviewed by PSHCE co-ordinator and committee with wording added to staff responsibilities and monitoring.   |
| 12 <sup>th</sup> November 2019  | Approved      | Reviewed by PSHCE co-ordinator and committee with wording added to staff and pupil responsibilities.  |
| 14 <sup>th</sup> October 2020   | Approved      |   |
| 14 <sup>th</sup> October 2021   | Approved      | Reviewed at committee and ratified at FGB 13/10/21.   |
| 12 <sup>th</sup> October 2022   | Approved      | Minor changes made.   |