



St Nicholas' Primary and Nursery School

Live, Love, Learn & Be Happy

Anti-bullying Policy

Links to Other Policies: Positive behaviour policy, complaints policy, confidentiality policy

Approved by: Governors

Approved date: September 2022

Reviewed by: Governors

1) Objectives of this Policy

St Nicholas' Primary School's Anti-Bullying Policy outlines what St Nicholas' Primary School will do to prevent and tackle bullying.

St. Nicholas' Primary School has a diverse, multi-cultural community with a high percentage of children with English as an Additional Language. We also have an above average number of children with Educational Health Care Plans (EHCP). The needs of some of these children centre around communication and interaction and some are non-verbal. It is therefore essential that staff are vigilant for any changes in these children and give them alternate ways to communicate their worries. This will be highlighted on their EHCP.

Some signs that may point to a bullying problem are:

- Unexplainable injuries
- Lost or destroyed clothing, books, electronics, or jewelry
- Frequent headaches or stomach aches, feeling sick or faking illness
- Changes in eating habits, like suddenly skipping meals or binge eating. Kids may come home from school hungry because they did not eat lunch.
- Difficulty sleeping or frequent nightmares
- Declining achievement, loss of interest in schoolwork, or not wanting to go to school
- Sudden loss of friends or avoidance of social situations
- Feelings of helplessness or decreased self esteem
- Self-destructive behaviours such as running away from home, harming themselves, or talking about suicide

2) Our School Community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis
- Supports staff to promote positive relationships and identify and tackle bullying appropriately. This includes incidents that occur outside the school grounds and outside of school hours that involve our pupils.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complains. Parents/ carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

3) Definition of bullying

Bullying is:

“Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally”.

Bullying include (but not exclusive to) : name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; cohesive behaviour; inappropriate text messaging, emailing, messaging (cyber bullying); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. In the last few years, cyber bullying has become a national concern with children using social media that is unsuitable for their age and using it to bully others.

4) Forms of Bullying

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual/gender identity/ orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying

5) Preventing Bullying: Involvement of Pupils

We will:

- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience through weekly PHSE (Jigsaw) lessons, weekly P4C and Values lessons
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Actively create "safe spaces" for vulnerable children and young people.
- Have books and information about bullying in classrooms and the library.
- Encourage good behaviour choices through incentives such as stickers and awards, following our positive behaviour policy
- Regularly canvass children and young people's views on the extent and nature of bullying
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying
- Publicise the details of helplines and websites.
- Involve pupils in anti-bullying campaigns in schools.
- Ensure students know how to express worries and anxieties about bullying.

6) Preventing Bullying: Involvement of Staff

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Use CPoms and team meetings to identify bullying and follow school policy and procedures on bullying.
- Bullying to be on agenda for briefings and meetings as part of safeguarding
- Ensuring that there are ongoing reviews of any incidents

7) Preventing Bullying: Involvement of Parents and Carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying i.e. the class teacher in the first instance
- Ensure parents know about our complaints procedure and how to use it effectively
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that may give rise to bullying.
- Provide parents with information on staying safe on the computer.
www.thinkyouknow.co.uk (CEOP: Child Exploitation and Online Protection Centre)

8) Dealing with Bullying

Pupils need to:

Tell someone if they feel they are being bullied. This might be any member of staff, who the child feels is their trusted adult. Children know who the safeguarding team are. Children are encouraged to go back to adults or to tell another adult if need be if they feel it hasn't been resolved.

Pupils may:

Write the bullying incident down and put it in the class worry box.

Say to the person doing the bullying, " Please stop, I do not like it. I will tell my teacher."

Contact Childline **08001111** www.childline.org.uk.

Staff need to:

- Take the incident seriously.
- Deal with the incident fairly and consistently in line with the policy.
- Reassure the children involved
- Talk to the children involved to establish what has happened.
- Seek to establish witnesses to get a clear picture of what has happened
- Explain clearly what behaviours were unacceptable and why.
- Give appropriate consequence as well as support (following the positive behaviour policy) to the person doing the bullying.
- Inform the parents of all children involved, as appropriate
- Record the incident on CPoms
- Speak to classes/school where appropriate about the incident.
- Monitor recorded incidents on a regular basis (senior leaders).

Support for the child being bullied:

- The child will be informed of the outcome and actions taken following the bullying incident.
- The child will be given the opportunity to tell the child doing the bullying how they feel (when and if appropriate).
- The child will be given support to feel safe.
- Measures will be put in place to try to prevent the bullying happening again.
- The situation will be reviewed to make sure the bullying has not continued.
- The child may be given a book to record daily feelings and incidents.
- The child will be given strategies to support them

Support for the child instigating the bullying:

- They will be told that what they have done is wrong and will be given a consequence and appropriate support
- Their parents will be involved.
- They will listen to how the child feels.
- They will talk to someone they trust about how they are feeling
- They will be encouraged to develop their hidden talents and skills.
- The child will be given strategies to support them
- They may be referred to outside agencies for further support.

9) Links with other school policies

This Policy links with a number of other school policies including

- Safeguarding Policy
- Positive Behaviour Policy
- Complaints policy
- Confidentiality Policy

10) Monitoring and Review

We will review this Policy at least every year as well as if incidents occur that suggest the need for review. This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

Date agreed: September 2022

Date for review: Sept 2025

Headteacher: J. Holland

Link Governor: S. Bhatt