

# Anti-Bullying Policy

## Norman Street Primary School



Approved by Governors:

Chair of Governors: Rev. K Teasdale

Acting Headteacher: K Hodges

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# Anti-Bullying

## Definition

Bullying is actions that are meant to be hurtful and which happen on a regular basis. Bullying can be direct (physical or verbal) or indirect (eg. being ignored or not spoken to). There can be specific types of bullying, including homophobic bullying.

## Aims and objectives

Our school is a safe and secure environment where everyone can learn without anxiety. Bullying is wrong and damages children's social and/or emotional health. We therefore do all we can to prevent it by sustaining a positive, happy and healthy whole school ethos in which bullying is regarded as unacceptable.

## The role of children

- All children should know that hurting someone (physically or emotionally) is wrong and that bullying is wrong.
- Children should tell any adult (school staff or parent/carer) if they are being bullied, or if they think they might be. If bullying persists, they must keep on letting people know.
- Children should tell us their honest views about school in regular feedback eg. weekly Circle Time sessions, School Council meetings, informal conversations with the Headteacher, or any teacher/member of staff during lunch and break times. These views can be specifically about bullying, but may also be about how safe they feel at school.

## The role of teachers and other staff in school

- All staff take all forms of bullying seriously; they aim to ensure bullying is not acceptable at Norman Street Primary School. Teachers and support staff should communicate to children the message that hurting someone (physically or emotionally) is wrong and that bullying is wrong and unacceptable.
- If staff witness an act of bullying, they should investigate it themselves (and ensure a member of the Senior Leadership Team is informed) or refer it to the Headteacher or Deputy Headteacher directly, as well as recording it on CPOMS.
- The child being bullied, should be fully supported by adults. Time is spent with the child to restore the child's confidence, happiness and other aspects of health.
- Staff will also aim to stop the problem. Some time is spent with the pupil who has bullied to explore reasons for his/her actions and demonstrate why their actions are unacceptable, as well as using our behaviour system.
- All teachers and support staff should equip themselves with skills and awareness eg. through available CPD, policy reviews.

## The role of the Headteacher and Deputy Headteacher

- The Senior Leadership Team ensure all principles and roles set out are implemented.
- The Senior Leadership Team follow all principles and roles set out for teachers and other staff (as detailed above). In particular, this includes ensuring that all children in school know that hurting someone (physically or emotionally) is wrong and that bullying is wrong and unacceptable at Norman Street Primary. This will be done on a regular basis and may also stem from any signs of bullying. Assemblies and PSHE lessons are used to communicate this to the whole school.
- CPOMS is used as a record of bullying, including any homophobic bullying; he /she is able to report incidents on request
- On request, the Headteacher reports to the Governing Body about the effectiveness of the policy.

## **The role of parents / carers**

- Parents/carers have the responsibility of supporting this entire policy with positive relationships, behaviour and its appendices, including this one.
- Parents/carers concerned about bullying should contact their child's class teacher, key stage leader, Deputy headteacher or Headteacher straight away. They might be worried that their child is being bullied, but they should also contact school if they suspect their child may be bullying someone else. If they are dissatisfied with the response, they should refer to our complaints procedure and submit a formal complaint to the Governing Body.

## **Process**

When bullying has been observed or reported, the following steps will be taken:

- Meet with the person that has observed or reported the bullying.
- Establish if this is a case of bullying or not (record).
- Hold a restorative conversation (with agreement from the victim(s)).
- Using the thoughts of the group, decide on the appropriate consequence, adhering to the school's Behaviour Policy.
- Inform both sets of parents.
- Record the incident on CPOMS.
- Establish short-term monitoring of all parties.