



# Norwood Primary School

## **Anti-Bullying Policy**

<b>Name of Committee:</b>	<b>FGB</b>
<b>Reviewed Date:</b>	<b>May 2015</b>
<b>Approved Date:</b>	<b>21/05/2015</b>
<b>Proposed Date for Next Review:</b>	<b>Summer 2020</b>

## **Objectives**

Norwood School Anti-bullying Policy outlines what the School will do to prevent and tackle bullying. The policy has been drawn up with the involvement of the whole school community.

### **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
- 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 complaints. 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
- Record incidents of bullying to enable analysis and identification of any patterns or trends.

*(Adapted from *Bullying – A Charter for Action*, DCSF)*

## **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 can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and electronic messaging (including through websites, Social Networking sites and Instant Messenger), 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.

*(Adapted from *Safe to Learn, Embedding anti-bullying work in schools*, DCSF, 2007)*

## **Forms of bullying covered by this policy**

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

- Bullying related to race, religion or culture
- Bullying related to disability or special educational needs
- Bullying related to health conditions or appearance
- Bullying related to sexual orientation
- Sexist or sexual bullying
- Cyber bullying
- Bullying of young carers or children in care or otherwise related to home circumstances

## **Preventing, identifying and responding to bullying**

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council
- Train all staff including lunch time staff, learning mentors and learning support staff to identify bullying and follow school policy and procedures on bullying

- Actively create 'safe spaces' for vulnerable children and young people
- Provide appropriate support for families where incidents have occurred out of school hours/grounds

### **Involvement of pupils/students**

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying
- Ensure pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in school
- Publicise the details of help lines and websites
- Offer support to children and young people who have been bullied
- Work with children and young people who have been bullying in order to address the problems they have

### **Liaison with parents and carers**

We will:

- Ensure that parents/carers know whom to contact if they are worried about bullying
- Ensure parents/carers 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/carers and the local community to address issues beyond the school gates that give rise to bullying

### **Links with other school policies and practices**

This policy links with a number of other school policies, practices and action plans including:

- Complaints Policy
- Behaviour Policy
- The teaching of PSHE Education and Citizenship
- The recording of racial incidents
- Action plans taking forward the Every Child Matters Agenda

### **Monitoring and review**

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review.

### **Responsibilities**

The whole school community should understand that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy
- Governors, the Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and to implement it accordingly
- The Headteacher to communicate the policy to the school community
- Pupils to abide by the policy

The named contact for this policy is: Mrs Deborah Reynolds