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**Anti-Bullying Policy**

Presented by: S Jones and K Strand

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Approved by Governors and Staff:

Reviewed: May 2021

Reviewed: November 2022

Reviewed:November 2023

**Signed: Amanda Powell**

Chair of Governors

**NESTON PRIMARY SCHOOL**

 **Anti-Bullying Policy**

**Rationale**

Neston Primary School is committed to a policy of inclusion, equality, and justice. We believe that bullying behaviour is unacceptable. We believe that where bullying is challenged effectively pupils will feel safe and happy.

**Aims**

Within our school we aim: -

* For all children to feel safe and to learn, play and enjoy school life.
* For all children to be treated fairly, with respect and dignity.
* To listen carefully to what all children have to say and to treat all children’s accounts with respect.

**What is Bullying?**

There are many definitions of bullying, however, it is generally accepted to be:

* Deliberately hurtful (including physically or emotionally)
* Repeated often over a period of time.

Bullying may be: -

* Physical – e.g., hitting, kicking, taking belongings.
* Verbal – name calling, insulting, making offensive remarks.
* Indirect – spreading nasty stories about someone, unreasonable exclusion from social groups, being made the subject of malicious rumors.
* Face- to-face, via phone, computer, or similar devices

Research shows that name calling is the most common direct form of bullying. This may be because of individual characteristics, but pupils can be called names because of their ethnic origin, nationality or colour, or some form of disability.

**Strategies in school to prevent bullying**

* Explicit teaching about bullying and how to respond to it through the SMSC curriculum.
* Listening carefully to pupils and providing opportunities for them to express views and opinions- for example during circle time, or with our Learning Mentor.
* Making use of curriculum opportunities to raise pupil awareness of diversity e.g. through assemblies, stories & drama, resources, visitors, international links
* Clear links between our Anti-Bullying Policy, Behaviour and Safeguarding Children policies
* Clear & consistent systems of recording incidents
* Strong links with other local schools & community groups
* Strong links with other agencies whose advice will be sought when necessary.
* Staff training to safeguard children from harm.
* All staff will be alert for signs of bullying behaviour and address it.

**Partnership with Parents & Carers**

Parental support is one of the keys to the success of our Anti Bullying Policy.

We aim to consult and communicate with parents on a regular basis via newsletters, meetings and face-to-face.

**What should Parents/Carers do if the feel their child is being bullied?**

Any parent/carer contacting the school with any concern will always be taken seriously. Usually, the first point of contact is the child’s class teacher.

The class teacher will:

* Listen carefully.
* Explain what action will be taken (see Appendix 1 for details)
* Arrange a follow up meeting, or phone conversation, to review the situation.

If a parent/carer does not feel that the situation has been resolved, they should contact the Headteacher.

If the allegation relates to a member of staff, the first point of contact should be the Headteacher, who will follow the same 3 steps as above.

If a parent/carer still does not feel that the situation has been resolved, the school Complaints Procedure may be used. Copies are available from the School Office.

**Monitoring and evaluating this policy**

The policy will be regularly monitored and evaluated by the Headteacher and class *teachers/staff* as follows: -

* Regular review of Incident Logs in each class behaviour file and CPOMs to monitor the frequency of incidents which will be regularly reported to Governors
* Discussion with pupils via School Council, assemblies, and class discussions.

A separate Anti-Racist policy and SMSC policy has been drawn up which supports this policy. A copy of the Anti-Racist policy is available from the school office. Both also link closely to the school Behaviour Policy & Safeguarding Policy.

Neston Primary School is also a Rainbow Flag school which means as an organisation we are committed to developing strategies to effectively challenge and combat LGBT phobic bullying.

**APPENDIX 1**

**1a) Responding to Reported Incidents of Bullying**

This is how we will respond to reported incidents of bullying: -

* We will listen carefully and record the reported incident without making any judgements.
* We will seek and record firsthand accounts from all parties involved in, or have witnessed the incident.
* If it is clear that bullying has occurred, we will refer to the school behaviour system to establish what sanctions should be implemented to the perpetrator and who should be informed.
* We will record the incident clearly as one of bullying in the Class Behaviour file and the Headteacher’s file or CPOMs.
* We will ensure the perpetrator makes a written and face-to face apology (with an adult present).
* We will inform the victim and parents/carers of the victim of the outcome and we will offer support to the victim through our Learning Mentor.
* If it appears that bullying has not taken place and there is evidence to support this, we will discuss the incident with all parties involved. (This may be individually, as a group or as a class depending on the nature of the incident).
* If it is unclear whether or not bullying has occurred, the possible victim should be given a “How do I feel today?” chart so that the class teacher can monitor any further incidents. Parents/carers will be informed of this by the child’s Class teacher.

**1b) Responding to the victim of bullying**

If a child has been on the receiving end of bullying, we need to take action to help him/her feel safe again.

**We will:**

* Reassure him/ her that it was right for the incident to be reported.
* Explain that we take any incidents of bullying seriously and will always listen and respond.
* Explain what the consequences/sanctions were for the perpetrator.
* Explain that the perpetrator will be expected to apologise face-to-face to the victim in the presence of an adult.
* Offer a follow- up discussion session with our Learning Mentor.
* Discuss the importance of the victim reporting any further incidents.

**1c) Responding to the perpetrator of bullying**

If a child has been bullying, the action followed will depend on the severity of the incident.

A hierarchy of sanction steps will be followed which is set out below. Depending on the severity of the incident

**We will:**

* Warn the perpetrator not to do it again and ask them to complete a “reflection on behaviour” sheet.
* If more serious, or the perpetrator has repeated the behaviour after being warned, he/she will receive a lunchtime detention & the class teacher will inform the parents/carers.
* In severe cases, the child may be excluded from class or sent to the Headteacher. Parents/carers will be invited into school to discuss the incident. This may lead to an exclusion from school.
* In extreme cases, or where there has been a repeated problem, the head teacher may make the decision to exclude the child immediately.
* For any case of exclusion, the parents/ carers have a right of appeal to the Governing Body and LA.