

NORTHERN SCHOOLS FEDERATION

ANTI-BULLYING POLICY



Anti-bullying

As a federation, we strive to teach the values, attitudes and skills which foster mutual respect, trust and caring in all our pupils. We pride ourselves on being friendly and welcoming schools and advocate positive behaviour management.

However, it is recognised that bullying can occur at our federated schools, and at any other school. We recognise that it can damage children's lives and undermine the cohesion of the school community. Therefore we have a clear and consistent federation policy to deal with it, if it does occur.

We aim to ensure that all pupils in our care are happy, safe and feel free to share worries and problems with us, no matter what they are to do with. We assure them that bullying incidents can be reported confidently and will be taken seriously as it is not tolerated at either school. We give clear guidance on what constitutes the act of bullying so that the term is not used inappropriately.

Our Aims:

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring by adopting a clear and consistent approach
- To inform pupils and parents of the school's expectations to maintain a bully-free environment.
- To make all staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above.
- To implement agreed procedures and to deal with bullying in a fair, calm and consistent way.
- To listen without prejudice and support all parties involved in the incidents while the situation is investigated and issues are resolved.

Definition

At Northern Federation, we define 'bullying' as repeated verbal, non-verbal or physical abuse that is intended to threaten or intimidate another person, which is repeated over time. With the pupils we talk about 'deliberately hurting another child, either emotionally or physically'.

Bullying can take many forms. The main types of bullying are:

Verbal (*name-calling, insults, racist/ homophobic remarks*)

Physical (*hitting, kicking, taking belongings*)

Indirect (*spreading rumours/ nasty stories, excluding someone from a group*)

Non-verbal (*body language, gestures, staring*)

Cyber (*text messages, internet chat rooms, email, picture messages*)

Recognising children who are possibly at risk of bullying

This may be children or adults who:

- Are new to the class or school
- Are different in appearance, speech or background from other children
- Suffer from low self-esteem (but it's not clear whether this is a cause or effect of bullying)
- Demonstrate 'entertaining' reactions when bullied e.g. tantrums, loss of control
- Are more nervous or anxious (witnesses who are not bullied are found to be just as anxious)
- Bullying can occur within the relationships between adults and pupils, including adult relationships.

This is not a definitive list. A vulnerable child may be in the wrong place at the wrong time.

Procedures:

- As soon as a case of bullying is observed or reported, the situation will be investigated as thoroughly as possible by a member of staff, preferably the child's class teacher.
- The child who has been affected by bullying will talk in confidence about their feelings, who was involved and any spectators to the event(s). This will be recorded and kept with the child's records.
- All other children involved will then meet with the same member of staff. At this stage no blame is apportioned. The member of staff will share their concerns with the group and explain the reported incident(s).
- Facts will be gathered and the child/children responsible for causing harm/distress will be spoken to regarding their behaviour. If appropriate, the Executive Head/ Head of School will be informed but some incidents are best dealt with through a non-punitive approach.
- Initial incidents of aggressive behaviour will be dealt with through the Behaviour Policy and the behaviour agreement. The child/children involved will be requested to rectify the situation themselves by looking for reasons for their actions and modifying their behaviour.
- Parents of all children involved will be informed.
- The situation will be monitored in the following days. The member of staff dealing with all parties may speak to those involved at a later date. All other relevant member of staff will be notified.
- It will be documented using the anti-bullying proforma and stored in the Executive Headteacher's office.

Strategies to overcome bullying:

We endeavour to reinforce the idea that bullying, in any form, is neither acceptable nor tolerated in the school. We use Collective Worship, Circle Times, Personal, Social and Health Education lessons to maintain and build on the culture we have established, which is anti-bullying.

- We support the annual 'Anti-Bullying Week' promoting all the work we do in school and raising awareness. This is also promoted in assemblies.
- We encourage all children to share any worries and concerns they have with their class teacher or another member of staff that they feel comfortable talking to.
- We teach children to be self-assertive (tell others to leave them alone, move away from the situation and tell an adult).
- We train Year 4 children to "buddy" Year 3 children to support transition in the Autumn Term.
- Both schools have a playground buddy system where children can go to seek a 'Buddy' to play and talk with.
- We teach children to appreciate the rights, views and property of others.

- We provide training opportunities for staff with the Behaviour Support Team, the Educational Psychologist and the cluster SENCOs group to identify and tackle bullying.
- We work with outside agencies (Eg. The Lennox Centre) to promote positive behaviour and good relationships on our behalf or manage individual children who have referred for difficult or persistent poor behaviour.
- In Key Stage 2 we reward positive role models by making them 'Ambassadors' or 'Senior Pupils'.
- We celebrate good behaviour throughout the schools through verbal praise, awarding house or team points and celebrations/ awards in assemblies.
- We encourage parents to report to us any concerns they have and support us in solving any problems. We will report back as quickly as possible.
- We seek to share and learn from anti-bullying good practice with other schools.
- At the Junior school we display posters, helpline numbers and advice from organisations such as ChildLine and the NSPCC.
- Communication between all adults working within the Federation is necessary to ensure the schools are a bully free zone.

The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The Executive Head teacher, Head of School and staff ensure that the policy is implemented. Parents are asked to support the policy and to actively encourage their child to be a positive member of the school.

Appendix:

Anti-bullying form

Anti-bullying leaflet for parents

Amended: Spring 2017

Date adopted by Governors:

Date of next review: See policy review schedule