



Newport CE Junior School

Anti-Bullying Policy

Date Policy Written and Agreed by Governors:	Date of last review:	Date of next review:
Spring 2020	Spring 2023	Spring 2024

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Anti-Bullying Policy

'We aspire to ensure that our inclusive, welcoming and loving church school gives children and adults the opportunity to reach their full potential, so that through God's love they can make a difference to the world around them.'

Our Anti-Bullying Policy is based upon this core Christian message;

Jesus said, " Love one another as I have loved you".

(John 13:34)

At Newport Church of England Junior School all pupils and staff have the right to feel happy, safe and included. All children have the right to flourish in a happy and secure Christian environment. Pupils and staff have the right to work in an environment without harassment, intimidation or fear. We promote our values of respect and equality and ensure that difference and diversity is celebrated across the whole school community.

All bullying, of any sort, is unacceptable and will not be tolerated at our school.

We recognise the effects bullying can have on pupils' feelings of worth and on their school work. Therefore, Newport Church of England Junior School will actively promote an anti-bullying environment.

It is our belief that all pupils should be included fully in the life of the school. We will provide a learning environment in which all children will develop their potential and receive recognition for their achievements. This can only be achieved in an ethos where each individual is valued and respected.

We will reduce and eradicate, wherever possible, instances in which pupils are subject to any form of bullying. We will provide support to pupils who have been bullied.

Our Definition of Bullying

Bullying involves premeditated dominance of one pupil by another or a group of others and usually forms a pattern of behaviour.

Bullying is therefore:

- repeated, often over a period of time
- deliberately hurtful
- difficult for victims to defend themselves against

A useful way to remember this is: **S.T.O.P.**

Several Times On Purpose

The nature of bullying may take these forms:

- **Physical**- such as hitting, kicking, or taking another's belongings repeatedly, over a period of time
- **Verbal**- such as name calling, spreading rumours, insulting, threatening someone or making offensive remarks repeatedly, over a period of time
- **Psychological**- such as excluding someone from social groups, ignoring someone or being made the subject of malicious rumours, over a period of time
- **Cyber** - using text messages, social media to write or say harmful things about someone

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or beliefs
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEND) or disability
- Appearance or health conditions
- Related to home or personal situations

No form of bullying will be tolerated and all incidents will be taken seriously.

Creating an Anti-Bullying Climate in our School

At Newport Church of England Junior School we promote positive behaviour in school and create an environment where pupils behave well, take responsibility for each other's emotional and social well-being and include and support each other. In support of this Bullying Policy we use a range of measures to prevent and tackle bullying incidents through:

- Our Positive Discipline Policy
- Reward systems (House Points, Headteachers Award and stars)
- Sanctions and procedures to maintain positive behaviour
- A child-friendly version of this policy
- PSHE programme of study which includes opportunities for pupils to understand about bullying and what they should do to respond to bullying or to prevent bullying. (Anti-Bullying Week)
- Difference and Diversity are celebrated through displays, books, Black History Month, assemblies, Beliefs and Values and drama.
- The school has a Children's Safeguarding board called The Guardians of Safety who promote safety across the whole school. They address issues such as Bullying through their regular meetings and share this with the whole school.
- Worry Boxes provided by the Guardians of Safety enable children to have a safe place to record their worries and share incidents of bullying.
- Worship Policy
- Equal Opportunities Policy
- Peer support such as Study Buddies or Playground Pals can offer peer-to-peer support.

Our curriculum will be used to:

- raise awareness about bullying and our Anti-Bullying Policy
- increase understanding for victims and help build an anti-bullying ethos
- teach pupils how constructively to manage relationships with others
- encourage positive play

Circle time, assembly, role play and stories will be used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Groups within school such as House Team Meetings, The Guardians of Safety and The School Council provide opportunities in which concerns about bullying can be discussed.

School Strategies for Dealing with Bullying

Bullying will not be tolerated and everyone (staff, governors, parents and pupils) has a responsibility to ensure that bullying incidents are dealt with quickly and effectively. Our anti-bullying strategies do not work in isolation but are part of a wider policy on positive behaviour and whole school ethos.

There is an expectation that all members of our school community will behave in a positive and supportive way towards each other.

If bullying occurs it is then a problem for the whole school community and should be dealt with in an open and constructive way.

Roles and Responsibilities

The role of pupils:

- Pupils have the right to complain; bullying should be reported to staff and parents
- Pupils should never join in with bullying
- Pupils should actively discourage others from bullying.

The role of staff is to:

- Ensure that everyone understands that we do not accept bullying in our school
- Use the whole curriculum to build self-esteem in our pupils
- Use PSHE to teach and develop understanding about bullies and victims
- Be active in encouraging positive relationships between the pupils in our care
- Develop positive relationships between staff and pupils
- Be vigilant in looking for signs of bullying
- Provide a good role model for pupils
- Ensure good communication between all staff when monitoring a particular situation

The role of parents is to:

- Discuss the issue of bullying.
- Encourage their children to tell them about difficulties.
- Discourage aggressive behaviour in their children towards others.
- Work with school to help prevent bullying.

The role of Governors is to:

- Oversee the implementation of this policy and the complaints policy where necessary.

Responding to incidents when they occur

All reports of bullying will be taken seriously and followed up to prevent a recurrence. Incidents will be followed up by an appropriate member of staff - Class Teacher, Deputy Headteacher or Headteacher.

We will:

- Provide support to pupils who are bullied
- Counsel one victim to listen and reassure
- Interview all those concerned, bully, witnesses and victim, to establish cause and blame
- Counsel the bully
- Log incident using CPOMS
- Inform parents
- Use sanctions
- Give extra support for victim if necessary
- Encourage everyone to monitor

Sometimes special or additional procedures may be required. These could involve:

- Additional PSHE (circle time)
- Meetings with parents and others, logged by the school
- Outside advice/professional involvement
- Careful monitoring
- Withdrawal of privileges (see list of sanctions)
- Fixed term and permanent exclusion which would only be used as a last resort

Our Responsibilities

- To ensure everyone understands what Bullying is and appreciates the difference between bullying and general disagreement
- Everyone in school is expected to act in a respectful and supportive way towards one another and adhere to and promote the objectives of this policy
- Pupils are expected to report all incidents of bullying, support each other and seek help to ensure everyone feels safe and no one feels excluded or afraid in school
- Parents can help by supporting our anti-bullying Policy procedures, discussing with their child's teacher any concerns that their child may be experiencing, and helping to establish an anti-bullying culture outside of school

Bullying of Adults

At Newport Church of England Junior School we treat each other with respect; everyone is encouraged to, "treat others as they would want to be treated."

This applies to adults as well as children and therefore abusive behaviour of one adult to another is unacceptable. This code also applies to staff members and visitors to the school including parents.

Abusive behaviour – verbal or physical will not be tolerated and we are introducing posters around the school to remind parents and visitors of this.

Our definition of abusive behaviour would include:

- anger and aggression
- shouting
- intimidation of any sort
- verbal abuse through rude comments
- lack of control and non-co-operation

These views are supported by Telford and Wrekin who advise that any cases of verbal or physical abuse by parents or visitors on a member of staff or pupil should be logged and sent to Telford and Wrekin.

The Headteacher has a right to ban any parent or visitor from the site where abuse is repeated but a letter of warning will be issued to notify the person of the fact that their behaviour is unacceptable and could result in such a ban.

A. Rotherham

To be reviewed annually.