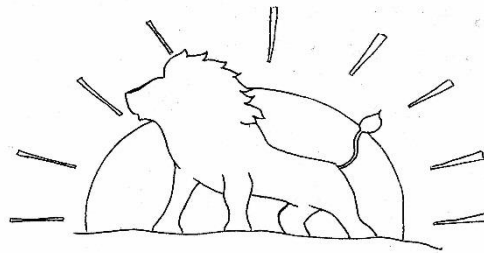


Anti-Bullying Policy

Northwick Park MAT



Northwick Park Primary and Nursery

We Take Pride



...working together



Approved by: LGBs

Date: May 21

Last reviewed Sept 23

Next Review Date: Oct 25

We aim to ensure that every child at Northwick Park Trust:

- understands the meaning of bullying
- knows to tell an adult if they are being bullied or someone else is being bullied
- understands how important it is to be kind and friendly to others so that all children feel safe and secure every single day
- feels supported if they are having problems with other pupils

Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our Trust fosters high expectations of behaviour and we will consistently challenge any behaviour that falls below this.

Bullying – a definition:

There is no legal definition of bullying. However, it is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyber bullying – bullying via mobile phone or online (for example email, social networks, instant messenger or through games consoles)

Taken from www.gov.uk/bullying-at-school

What Bullying is Not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

All staff in the Trust receive Trauma Perceptive Practice training to develop understanding of how to manage and support change in challenging behaviour. The Trust takes a 'restorative approach'. This helps children understand the consequences of being unkind to another, with the aim of changing behaviour in the future. More information about this is set out in our Behaviour Policy.

Objectives:

- This policy should be read alongside the Trust's Behaviour Policy
- The school will work closely with other professional agencies to ensure that children stay safe.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies, Senior Leaders' assemblies etc) and proactive teaching strategies (e.g. PHSE lessons) will be used throughout the school to teach children how to look after themselves and others and reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

Procedures for Reporting and Responding to Bullying Incidents:

All staff will respond calmly and consistently to all allegations and incidents of bullying at Northwick Park Trust. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following procedures will be used for reporting and responding to bullying allegations or incidents:

1. Children are reminded regularly to report all bullying allegations and incidents to staff.
2. All known incidences of bullying will be investigated by the teacher or a member of the senior management team.
3. All children reporting an incident of bullying will be listened to and taken seriously.
4. Staff will make sure the victim is and feels safe.
5. Appropriate advice will be given to help the victim.
6. Staff will listen and speak to all children involved about the incident.
7. The problem will be identified and possible solutions suggested.
8. If appropriate, staff will organise a 'circle of friends' to support the victim or a behaviour agreement will be drawn up.
9. The incident will be recorded on the school reporting system 'CPOMS'.
10. In serious cases, parents will be informed and will be invited to come into school for a meeting to discuss the issue.
11. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
12. Bullying incidents will be discussed regularly at staff meetings and CAS meetings.
13. The Safeguarding Governor will be informed of any serious cases.
14. If necessary and appropriate, Social Services, the police or other outside agencies will be consulted.

15. If necessary, counselling may be arranged for any children involved in the incident.
16. All incidents of racist bullying will be treated as racist incidents and recorded in line with the Essex guidance given for dealing with prejudice-related incidents.
17. This policy should be read alongside the Exclusion Policy. In extreme cases, exclusion may occur, but this would always be treated as a last resort.

Strategies for the Prevention of Bullying:

At Northwick Park Primary Trust we use a variety of methods to support children in preventing and understanding the consequences of bullying including:

- Whole school assemblies
- PSHE lessons
- Lessons about the school ethos
- E-Safety lessons
- . Anti-Bullying Week activities
- . Class or year group discussions where an issue is identified in a certain group of children
- . Use of the school counsellor's assistants to support friendship issues
- . The development of peer support systems e.g. Playground Friends, Sports Leaders and Wellbeing Warriors to support successful playtimes
- . Social skills sessions and 'Drop In' support where necessary
- . Children who experience extreme difficulties with their behaviour may be referred to Behaviour Support or other external agencies
- . The school counsellor may be available for children experiencing extreme difficulties

We reinforce throughout the curriculum, across the school day, that bullying is not acceptable.

Roles and Responsibilities

The CEO has overall responsibility for the policy and its implementation and liaison with the governing body, parents/carers, the Local Authority and outside agencies. All staff are responsible for reporting and monitoring bullying behaviour.

Whole school expectations are agreed by the Trust community; rewards and consequences are used consistently across the school in order to maintain a positive ethos of caring and respect for each other. Children are actively encouraged to recognise that the culture of Northwick Park Trust is against bullying and all members of the school community have a responsibility to prevent or stop it.

The ethos and working philosophy of Northwick Park Trust means that the whole school community have mutual respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded.

Monitoring and Evaluation of the Policy

To ensure this policy is effective, it will be regularly monitored and evaluated.

Questionnaires completed by the whole school community, comments posted in 'Worry' boxes, feedback from playground 'Drop In' sessions, pupil voice and CPOMS logs will be used to gauge the effectiveness of the policy.

The Following helplines and resources are available:

Act Against Bullying	0845 230 2560	www.actagainstbullying.com
Advisory Centre for Education (ACE)	0207 704 3370	www.ace-ed.org.uk
Anti-bully	not available	www.antibully.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk
Bullying Online	020 7378 1446	www.bullying.co.uk
BBC	not available	www.bbc.co.uk
Childline	0800 1111	www.childline.org.uk
Kidscape	020 7730 3300 (general enquiry number)	www.kidscape.org.uk
	08451 205 204 helpline for adults	www.beyondbullying.com
NSPCC	0207 825 2500	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk