

## Newton Tony CE VC Primary School

### Anti-Bullying Policy – Respecting Others

Policy agreed

April 2020

Policy review

April 2021 (or as required)

#### Our values

Every person is unique and special; Christians believe that everyone is loved by God, and this is the foundation of our school:

#### Learning to love - Loving to learn

Our ethos is child-centred, with focused learning and care for all the family: this is our speciality. A child's learning should encompass– academic, spiritual, emotional, physical and social growth. We aim to work in partnership with you to help your child to receive a good-quality, rounded education, helping to make your child happy and confident.

#### Restorative Justice approach

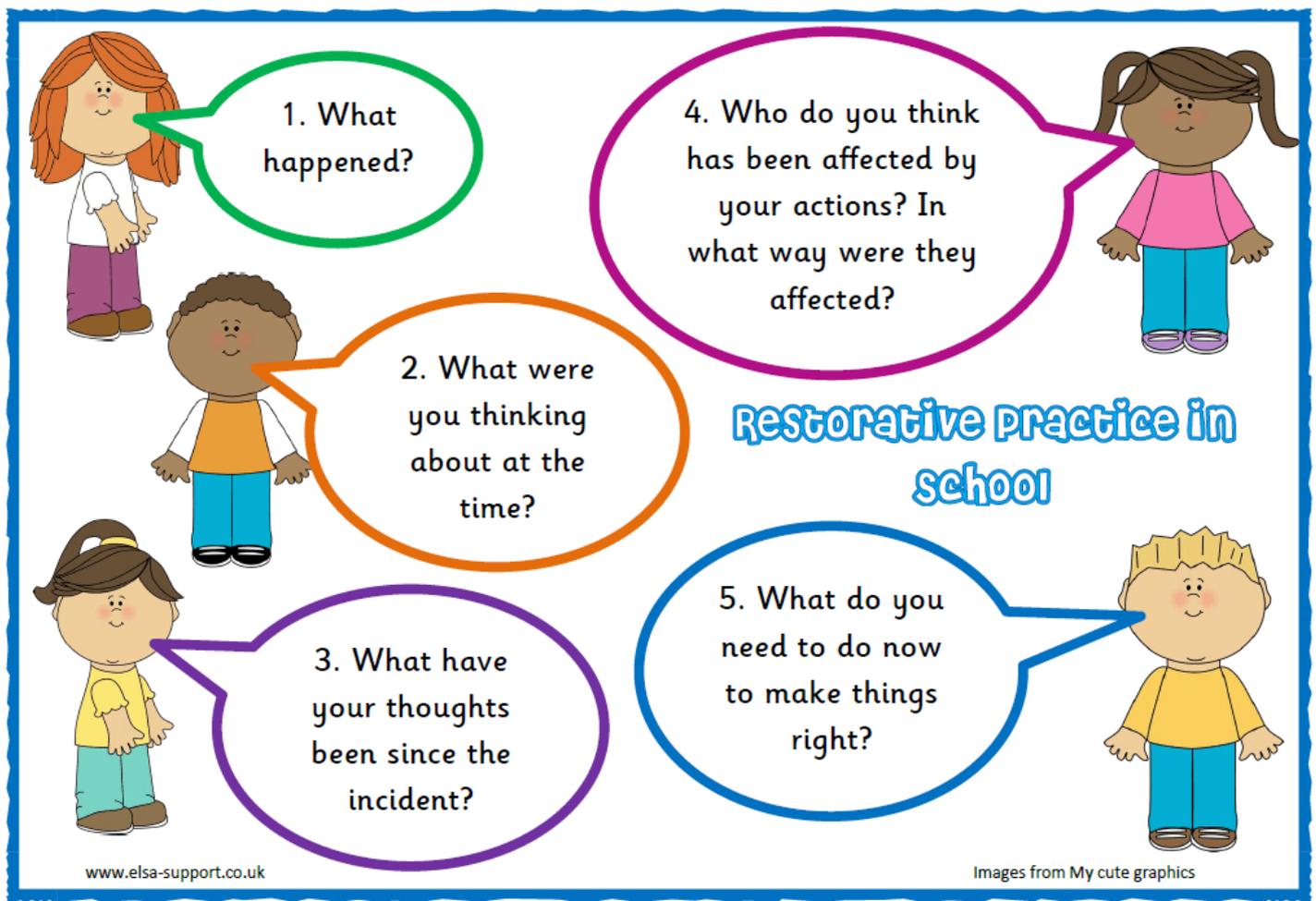
The staff, governors, parents and children of Newton Tony CE VC Primary School believe that a positive behaviour approach is paramount in quality education and raising standards. We believe that all children and staff have the right to a safe and secure environment in school, where they can work and play in harmony with their peers. We believe in positively promoting a culture of respect within school so that all children learn to think carefully about how they treat their peers and adults in school.

We follow the principles of Restorative Justice: every child has a voice. **Restorative practice** promote inclusiveness, relationship-building and problem-solving, through such **restorative** methods as discussions to support conflict resolution that bring victims, offenders and their supporters together to address wrongdoing.

Children are asked and ask their peers:

1. What happened
2. What were you thinking about at the time
3. What have your thoughts been like since the incident
4. Who do you think has been affected by your actions
5. In what way were they affected
6. What do you need to do now to make things right

Younger children usually ask questions 1,2,5 and 6. Questions 3 and 4 are incorporated as their emotional intelligence develops.



### Parental support

The school council have developed our anti-bullying leaflet which has been sent home to parents and is readily available to children at school. Parents and children also sign our whole school agreement when their children start school. Parent feedback is important and they have the opportunity to discuss concerns on a daily basis with our staff and evaluate current practice on our annual questionnaire. All staff and governors had the opportunity to evaluate this policy.

### Bullying

However, we are aware that there are occasions when children can be unkind to one another and that this can be extremely traumatic for the young children involved. All incidents of 'bullying' behaviour are taken seriously. Complaints are recorded and investigated as soon as possible after reporting. The Head teacher and school staff are aware that children sometimes suffer in silence in school and that there may be instances when children are being 'unkind' or 'insensitive' to the needs of their peers.

Behaviour such as this can sometimes cause extreme stress to individual children and must be dealt with appropriately. Therefore all accusations of 'bullying' are taken very seriously by the Head teacher and school staff. Incidents of bullying are shared with governors in the termly Head Teacher report: including peer on peer abuse.

### Anti-bullying approach

The following steps are taken to ensure that bullying does not take place at Newton Tony Primary School:

## Supervision

- All staff are constantly vigilant for any signs of bullying, such as changes in normal behaviour or appearance in a child, or groups of children playing aggressively or in a territorial way.
- There is always at least one member of staff on duty in the school playground.

## Sharing problems

- Children are encouraged to talk about problems with the staff and their peers.
- Children are taught from an early age that they can talk about problems, feelings and concerns to the adults in school.
- Children are encouraged to talk about their problems in circle time sessions and on a 1:1 basis with the school staff.
- Children are listened to by the adults in school and all accusations are investigated.
- Children are encouraged to talk about their concerns to any of the staff in their classrooms.

## Reporting incidents

- Parents/carers or other family members are encouraged to talk to the staff if they have any concerns about their child's welfare in school.
- Any adult can share concerns with staff if they have concerns about a child
- Parents are regularly reminded by the head teacher that she is always available to discuss, in a mutually respectful manner, any concerns they may have about their child's welfare at school.
- When a parent reports a concern about 'bullying' behaviour to any member of school staff the class teacher is informed that day and an investigation is carried out.
- The parent is told straightaway that the incident will be investigated and they will be invited into school to discuss the result. If necessary peers will discuss the incident using restorative justice principles with the Head Teacher or another member of staff, before parents are informed
- The class teacher will follow this meeting by observing the child closely in school to ensure that they are safe. Also the class teacher will if necessary discuss the concern with the class and ask other pupils to 'befriend' the child concerned.
- Parents will be asked to contact the head teacher or class teacher again if they have any further concerns about their child in school.
- The parents of the offender will also be informed and have the opportunity to discuss the incident with a member of staff
- Emotional Learning Support will be offered or in extreme cases 1:1 counselling will be provided

## Staying safe

- During school hours, children can access the 'stay safe' area on the school website
- Our school Worry box and worry monster are checked daily
- Child line posters are displayed and children are able to phone childline from the Head Teacher's office
- Children participate in the NSPCC PANTS campaign and other workshops

- Circle-time/Class discussion time will be used in classrooms to teach children that 'bullying' behaviour is not acceptable.

This policy should be read in conjunction with the:

Whistleblowing Policy  
Staff behaviour policy  
Code of conduct  
Online safety policy  
Anti-bullying leaflet  
Child protection and Safeguarding Policy  
Positive Behaviour Policy  
Staff Discipline Policy  
Safeguarding Parent Leaflet

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