



# **Anti-Bullying Policy**

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**Reviewed and update January 2020**

At Nelson Primary School we aim to create an environment in which every member of the school community is respected as an individual. We believe that every person has a right to learn, play and socialise in a safe and secure environment free from intimidation, threat or harm from any other person.

Our **Behaviour Policy** seeks to prevent any form of bullying. However, we understand that there may be occasions when bullying may take place and this policy seeks to address such events.

### **What is Bullying?**

Bullying has been defined as:

*'The repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace'* (**Anti-Bullying Alliance**).

At Nelson Primary School, we interpret bullying as any deliberate act aimed at causing distress to another, in order that the perpetrator gains a sense of power, status or other gratification. Acts of bullying often takes place over a period of time through repetitious behaviour but can also be a single intentional incident. It may be in relation to gender, ethnic origin, disability, perceived social status, personality or family. Bullying behaviour may take the form of:

- **Physical** - aggressive behaviour that could include punching, kicking, hitting or spitting.
- **Verbal** – including name calling either to or about the person or members of their family
- **Exclusion** - deliberate exclusion or ignoring of an individual by a group of people.
- **Emotional** – including implicit threats through looks, gesture and/or body language.
- **Theft or damage** – deliberately stealing or spoiling an individual's property or forcing a victim to give something to the perpetrator.
- **Writing** – malicious notes, letters or graffiti
- **Cyberspace** – malicious text messages, emails or social networking sites (see below).
- **Racism** – negative behaviour that may be verbal or physical related to race and ethnicity. This may be direct or indirect and includes racism in Cyber-space

### **Cyber-bullying**

Cyber-bullying is an aggressive, intentional act carried out by a group, or individual using electronic forms of contact repeatedly over time Cyber-bullying refers to bullying via electronic media, including:

- Bullying by texts or messages or calls on mobile phones
- The use of mobile phone cameras to cause distress, fear or humiliation
- Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites, social networking sites
- Using e-mail to message others
- Hijacking/cloning e-mail accounts

- Making threatening, abusive, defamatory or humiliating remarks in chat rooms.

## **LEGAL ISSUES**

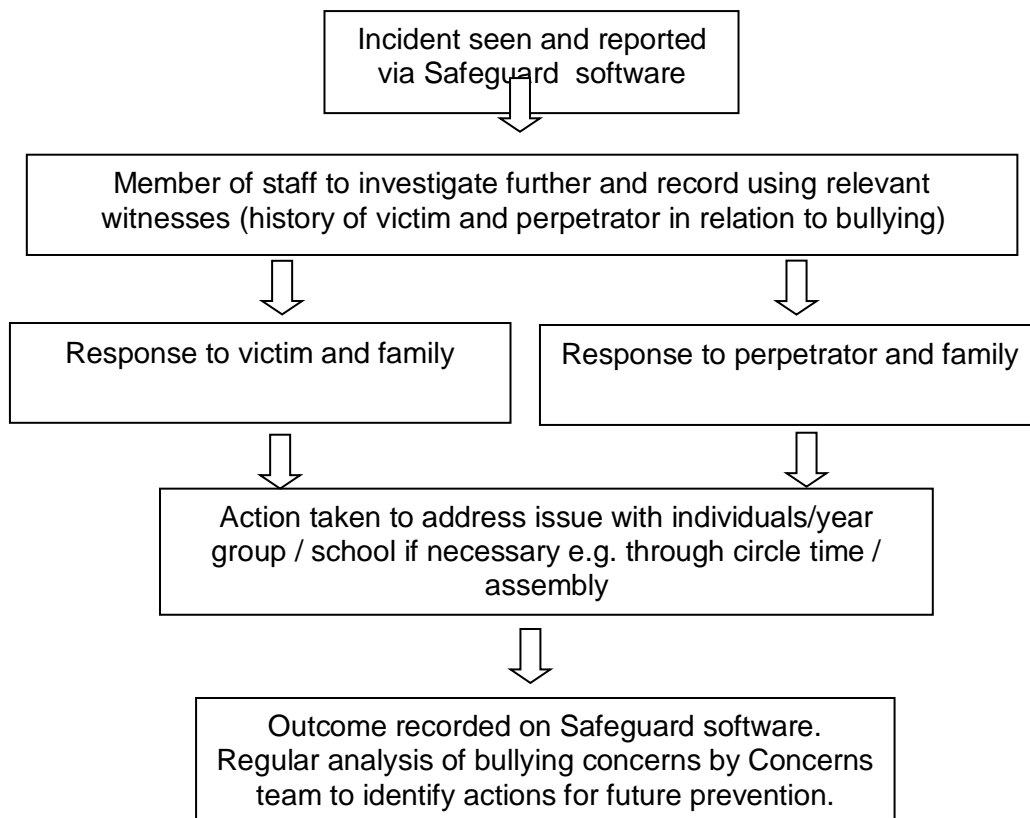
Cyber-bullying is generally criminal in character. The law applies to cyberspace. Section 127 of the Communications Act 2003 makes it an offence to send, by public means of a public electronic communications network, a message or other matter that is grossly offensive or one of an indecent, obscene or menacing character. The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.

## **Role of Teaching and Non-Teaching Staff**

The staff at Nelson Primary School will:

- Take bullying seriously and investigate all incidents.
- Listen to all those involved in bullying incidents; perpetrators and victims.
- Encourage bullies to change their behaviour.
- Help children to develop positive strategies and assertiveness.
- Keep records of bullying incidents and monitor.
- Request help from outside agencies when appropriate.
- Actively teaching through lessons and assemblies.
- In the case of Cyber Bullying, methods of safe communication will be taught before children are exposed to social media.
- Staff will teach the importance of keeping login details secure and will not publish this information.

All reported or known incidents of bullying are dealt with using the model below. However, the nature, severity and purpose of the bullying will determine the consequences and outcome.



More persistent/serious incidents of bullying should always be reported to a senior member of staff who will take any necessary actions immediately and the implications of the situation is discussed at next Concerns Team Meeting. (see **Safeguarding Policy**).

In the case of more serious incidents:

- The parents/carers of all those concerned should be contacted and informed of their child's involvement.
- Reconciliation involving all parties concerned should be attempted.
- All parties should be assured that Nelson Primary School will do all we can to combat bullying.

### **Prevention of bullying**

Anti-social behaviour and any form of bullying will not be tolerated at Nelson Primary School. Teaching and non-teaching staff are committed to dealing appropriately with any reported or known incidents by responding to them immediately and sensitively through investigation, action and support.

Through lessons or when incidents occur, class teachers will actively teach pupils strategies for dealing with bullying including:

- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people - there is safety in numbers.
- Be assertive – shout "No!". Walk confidently away. Go straight to a teacher or member of staff.
- Fighting back may make things worse.

- Generally it is best to tell an adult you trust straight away. You will get immediate support.
- Adults will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.
- Watching and doing nothing gives the impression that you are on the side of the bully; it makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

## **Role of Parents**

Parents have an important part to play in our **Anti-Bullying Policy**. We ask parents to:

- Look out for unusual behaviour in your child. For example s/he may suddenly not wish to attend school, feel ill regularly or not complete work to their usual standard.
- Always take an active role in your child's education; enquire how their day has gone, who they have spent their time with, etc.
- Inform school immediately if you suspect bullying. Complaints will be taken seriously and appropriate action will follow.
- If you suspect your child has been bullied please **do not try to deal with it yourself**. Inform school immediately.
- Advise your child **not to** fight back but to tell an adult.
- Assure your child that it is not their fault they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you suspect your child of bullying other children, please discuss their behaviour with them and inform school. The matter will be dealt with appropriately.
- Anti- bullying leaflets are available for all children and their parents/ carers.

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**Revised Dec 09**

**Revised Jan 11**

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**Revised November 2017**

**Reviewed January 2020**

