

Anti-Bullying Policy

Northgate Primary School



Approved by: Northgate Governing Body

Last reviewed on: September 2025

Next review due by: December 2026

Objectives

- To establish a shared understanding of what constitutes bullying.
- To provide a clear set of guidelines which are applied consistently.
- To ensure that bullying is not tolerated but that all allegations of bullying are treated seriously.

Discrimination - The Equality Act 2010

Under the Equality Act 2010 it is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

Definition of Bullying

Bullying is "the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or online." (Anti-Bullying Alliance)

There are four key elements to this definition:

- hurtful
- repetition
- power imbalance
- intentional

Bullying is not limited to behaviours which may result in physical injury. Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching or any other form of violence
- Verbal – name calling, sarcasm, spreading rumours, threats, teasing, belittling
- Racial – racial taunts, images including graffiti or gestures
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc
- Online / cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect – can include the exploitation of individuals

Behaviour can be identified as 'bullying behaviour' if all these points can be identified.

1. Behaviour – deliberately hurtful behaviour when a person or group of people have been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner
2. Happened more than once, over a period of time – there will be a pattern of behaviour, not necessarily an isolated incident
3. Involves an imbalance of power or perpetrator behaviour - where it is difficult for victims to defend themselves

How to Recognise Bullying

Changes in a pupil's behaviour that *might* be an indication of bullying include:

- Attitude towards school
 - reluctance to go to school or be an active participant in school life; unexplained tummy upsets or headaches; showing signs of distress on Sunday nights or at the end of school holidays; wanting to leave for school much earlier than necessary or returning home late; regular absence from school
- Interactions with family and friends
 - becoming withdrawn, unhappy, anxious, overly emotional or devoid of emotions; becoming overtly aggressive, over-reacting to situations; anxiety-induced behaviours such as nail biting, hair sucking etc
- General demeanour
 - changes in body language; increased tiredness; physical injuries; diminishing performance; torn clothes and missing belongings; seeming upset after using their 'phone, tablet, computers etc

Action

Bullying is not tolerated in our school. Every member of the school community has the right to be treated with respect and no one ever deserves to be a victim of bullying.

Procedure:

1. **Listen** to what is being said. Support, encourage and reassure. Ensure the child knows it is not their fault and the school has a responsibility to address bullying.
2. **Investigate** thoroughly and sensitively. Gather and record all the information possible.
3. **Determine** whether what has happened is bullying or an isolated incident / accident and whether it can be dealt with by the class teacher. Explain this to all parties involved and log the incident on CPOMS. If it is deemed to be a bullying incident, the investigation must be passed up to a Senior Leader (Head Teacher/Deputy Head/Phase Leader) depending on the degree of seriousness.
4. **Inform** all parties concerned and, if appropriate, set up a meeting to share all relevant information. Ensure the child/ren showing bullying behaviour understands that it is their behaviour which is unacceptable and try to gain an understanding of their motivation for bullying. Discuss appropriate support which could be offered to all parties.

Every effort will be made to achieve reconciliation between the victim and the bully and Restorative Approaches should be considered.

5. **Communicate** the outcomes to all staff in school so they can be vigilant and guard against any further incidents. Maintain regular contact with all parties to monitor the situation and intervene rapidly if required.
- Week 1 – Make contact with child and parent/carers daily
 - Week 2 – Meeting with child and parent/carers to agree next steps. Daily contact with child.
 - Week 3 – Daily contact with child and weekly contact with parent/carers
 - Week 4 – Weekly contact with child and parent/carer
 - Week 5 - Meeting with child and parent/carers to agree next steps.
 - Week 6 – 9 – Any further concern should be reported to the senior leader involved in the case immediately
 - Week 10 – Phone call home to parent/care to review the situation and agree if any further action is needed.

If the child and parent/carers, feel the situation has been resolved then no further action required unless future incident occur which should be reported using Incident Reporting Form 2.

All notes from meetings should be kept on CPOMs and shared with parent/carers.

As a last resort, a child demonstrating persistent or extreme bullying behaviour will be internally excluded from the school classroom for a 'cooling off period'. In this instance, a carefully managed programme of reintegration must be put into place before the pupil can return to school to ensure that all parties are able to maintain and build their self-esteem and confidence.

Bullying Beyond the School Premises

The school is not legally responsible for any incidents that happen beyond the school grounds. However the repercussions of such incidents are often brought into school. These include any incidents which happen online or in transportation to and from school.

The school can take the following steps in the case of bullying happening beyond the school grounds:

- Report the incident to the Police Neighbourhood Schools Officer (NSO) or the School Police Community Support Officer (School PSCO)
- If the case is deemed sufficiently serious to investigation by the police, the school will not interview individuals involved to avoid influencing the outcome of any official enquiry.
- Involve the NSO or PCSO to support with in school education and talks to help all children to understand the impact of the choice they make when they are not on school premises.
- Contact other schools if it involves their pupils
- Give pupils strategies to manage incidents that happen beyond the school grounds
- Offer appropriate support to the parents/carers

All concerns should be reported to the class teacher in the first instance.

If you feel the situation does not improve then please speak to your child's Phase Leader.