



Nene  
Education  
Trust

**Nene Education Trust Anti Bullying Policy  
2020-2021**

**WINDMILL PRIMARY SCHOOL**

**Policy date: Autumn Term 2020**

**Policy ratified: December 2021**

**Date of next review: Autumn term October 2021**

**This policy will be reviewed at least annually, and following any concerns and/or updates to National and local guidance or procedures**

Person responsible for this policy: Stephanie Awbery NET SG Lead

## **NET Anti-Bullying Policy**

Bullying and bullying behaviours, particularly if these behaviours are left unaddressed, can have a significant impact on an individual's emotional well-being and health. Bullying can have life-long lasting effects on the individual beyond their school years.

The Nene Education Trust takes all concerns around bullying and bullying behaviours very seriously and are pro-active in ensuring our schools are safe and disciplined environments where children feel safe to learn and grow.

This policy outlines our Trust's policy on addressing any concerns around bullying and individual schools within our Trust may include appendices relevant to the local context of their school.

This policy is based on DfE guidance "Preventing and Tackling Bullying July 2017" and supporting documents. It also takes into account the DfE statutory guidance "Keeping Children Safe in Education 2020".

The policy has also regard to 'Working together to Safeguard Children' and 'DFE Behaviour and Discipline in Schools Guidance'

### **1) Policy objectives:**

- This policy outlines what the schools within Nene Education Trust will do to prevent and tackle all forms of bullying.
- Nene Education Trust is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.
- Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **2) Links with other Trust or school policies and practices**

This policy links with a number of other school policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Safeguarding policy
- Acceptable use policy

### 3) Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006
- The Education (Independent School Standards) Regulations 2014
- The Equality Act 2010
- The education Act 1996
- Children and Families Act 2014
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- The Communications Act 2003
- Public Order Act 1986

### 4) Responsibilities

It is the responsibility of:

- the Principal of each school within our Trust to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- our School Governors (LABs) to take a lead role in monitoring the implementation of this policy.
- all staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- our parents/carers to support their children and work in partnership with the school.
- our pupils to abide by the policy.

### 5) Definition of bullying

Bullying is “behaviour by an individual or a group, **repeated over time** that intentionally hurts another individual either physically or emotionally”.

DfE “Preventing and Tackling Bullying”, July 2017

Many experts say that bullying involves an imbalance of power between the perpetrator and the person who is the subject of bullying behaviours. This may involve instigators having control over the relationship which makes it difficult for

those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

DfE "Preventing and Tackling Bullying", July 2017

## **6) Trust Ethos**

The Nene Education Trust schools recognises that bullying behaviours, especially if left unaddressed, can have a devastating effect on an individual's well-being. Bullying can have such a profound effect on an individual that it can affect a person's health and well-being which may lead to serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our staff and children can learn and grow in a safe and disciplined environment, and can fulfil their potential.

Our Trust schools commit to:

- Monitoring and reviewing the effectiveness of our anti-bullying policy and practice on a regular basis.
- Supporting staff to promote positive relationships, to help prevent bullying.
- Recognising that some members of our community may be more vulnerable to bullying and its impact than others and will provide effective strategies to support others to prevent the bullying from happening.
- working closely with our children and monitor behaviour to be readily available to respond to bullying behaviour appropriately.
- Enabling our pupils to be confident that bullying concerns will be dealt with sensitively, effectively and promptly.
- Recording and documenting any bullying concerns parents, carers or children may have.
- Reporting back to parents/carers regarding concerns on bullying and dealing promptly with complaints.
- Seek to learn from good anti-bullying practice elsewhere.
- Utilise support from the Local Authority and other relevant organisations when appropriate.

Bullying can take many forms and can be directed at children and adults because of a person's religion, gender, sexuality, disability, appearance, ethnicity or race. The Nene Education Trust are committed to their staff having up to date training and knowledge and a sound understanding of what bullying is and the forms in which it may be presented.

Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- doesn't want to go into the school
- begs to be driven to school
- changes to their usual behaviour
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underperform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"

## **7) Responding to bullying**

All staff will respond calmly and consistently to all allegations and incidents of bullying within the Nene Education Trust. All allegations 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. Report all bullying allegations and incidents to school staff so the incident can be recorded
2. Any reports will be recorded on the Trust incident reporting form
3. The schools Designated Safeguarding Lead will be notified where there are safeguarding concerns
4. Staff will make sure the individual(s) subject to bullying behaviour is and feels safe.
5. Appropriate advice will be given to help all those involved.

6. The school will inform other staff members, and parents/ carers, where appropriate.
7. Staff will listen and speak to all children involved about the incident separately.
8. The problem will be identified and possible solutions suggested.
9. Where in the case of cyber-bullying linked to school IT, staff to keep any evidence (screenshots) of the bullying activity to assist any investigation
10. Staff will adopt a problem-solving approach which will move children on from them having to justify their behaviour.
11. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
12. Staff will reinforce to the individual(s) who have engaged in bullying behaviours towards others that their behaviour is unacceptable.
13. Those who have behaved in a bullying manner may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied
14. If possible, the pupils will be reconciled. A restorative approach to ensure that all parties know and understand the impact of their actions will be followed.
15. Support will be given, to help those who have behaved in such a way as to wilfully and deliberately hurt another to understand and change his/her/their behaviour.
16. All reported bullying will be recorded, the incidents will be recorded by staff on the Incident Report form, clearly showing what actions have been taken and that a member of the SLT are confident that the matter has been dealt with effectively. All reports will be kept in a file in the school office and My Concern online recording portal may be used to collate the recordings
17. In all cases of alleged bullying parents will be informed and will be invited to come into school for a meeting to discuss the problem.
18. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
19. Bullying incidents will be discussed at staff meetings, if appropriate.
20. The Safeguarding Governor will present termly updates to the Local Advisory Board
21. If necessary and appropriate, Social Services or the police will be consulted.

22. The school may also work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
23. The school will inform the police if a criminal offence has been committed.
24. Where necessary, working with the wider community and local/national organisations to provide further guidance for example: Early Help, Children's Services, or Child and Adolescent Mental Health Services (CAMHS)
25. All recording forms, once completed and signed off will be sent to Emma Morehen at the Trust office for auditing purposes.

The Trust schools will endeavour to create a wholly inclusive environment and ensure that all pupils have the opportunity to discuss bullying issues about difference, in lessons through dedicated events, projects and/or through assemblies, creating a culture of respect, consideration and care for others, which will be upheld by all, and which extends beyond the classroom.

We acknowledge that society changes move quickly, and the trust schools will maintain monitoring and evaluation of this policy and its appendices, to ensure that they are effective and up to date. The schools will use a variety of sources to gauge the effectiveness of the policies in place. These may include surveys, focus groups, children's and parents'/carers' comments and bullying incident forms. Following an annual review any amendments will be made to the policy. An annual update will then be issued to Governors and parents, and the policy will be widely available on the school's website.

## **8) Reporting**

All academies have a duty to record and monitor all hate incidents including bullying and to report this information to the local authority

All academies will need to provide incident data, on the last Friday of each month, or on the last Friday before a holiday.

Further information and guidance can be found on the NCC website:

<http://www.northamptonshire.gov.uk/bullying>

Please note that this report does not contain any personal data which can identify any students.

### **Useful Resources for Parents and Professionals**

Advisory Centre for Education (ACE)	0300 0115 142
<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>	<a href="mailto:aba@ncb.org.uk">aba@ncb.org.uk</a>
<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>	0808 800 2222
<a href="http://www.childline.org.uk">www.childline.org.uk</a>	0800 1111
<a href="https://www.childrenslegalcentre.com">https://www.childrenslegalcentre.com</a>	

www.familylives.org.uk	0808 800 2222
www.kidscape.org.uk	Parents Helpline (Mon-Fri, 10-4) 020 7823 5430
www.nspcc.org.uk	0808 800 5000
Parentline Plus	0808 800 2222
www.ace-ed.org.uk	0300 0115 142

**Anti-Bullying Policy - Appendix  
Bullying Incident Reporting Form**

To be completed as soon as possible by a member of staff/adult observing or reporting incident and handed to the Principal

Date: \_\_\_\_\_ Time: \_\_\_\_\_

Location: \_\_\_\_\_

Name of person reporting incident: \_\_\_\_\_

Tick as appropriate

Parent	Teacher	Lunchtime supervisor	Teaching Assistant	Other adult (please state)

**1.Type of bullying behaviour**

	Specific type	Tick as appropriate
Physical	Kicking	
	Pushing	
	Hitting	
	Unwanted touching	
	Any other violence	
Verbal	Name calling	
	Teasing	
	Threatening	
	Asking for money or property	
	Insult about religion	
	Insult about ethnicity or race	
	Insult about skin colour	
Emotional	Homophobic comments	
	Being unfriendly	

	Spreading rumours	
	Excluding	
	Intimidating	
	Tormenting (e.g. hiding books, threatening gestures)	
Cyber	Threats or unwanted comments made by email or using social networks	
	Mobile threats or unwanted comments by texts messaging or calls	
	Misuse of technology (i.e. camera/photo and video facilities)	

Were others involved?

Yes		No	
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If yes, how many \_\_\_\_\_ (see below)

Were there any injuries? Yes / No (circle as appropriate)

Details of injuries \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

## 2. Those involved

Bullying alleged by -name (s)	Gender	Ethnicity	Year/age	Summary of account

Individual(s) involved in bullying	Gender	Ethnicity	Year/age	Summary of account

Witnesses	Class	Summary of account

### 3. Summary of Incident

### 4. Summary of action taken (by all parties inc parent / carer)

#### Further response in school

Action involving other agencies, e.g. LA, Police, Social Services

#### Additional comments

Signed: (person reporting the incident) \_\_\_\_\_

Date: \_\_\_\_\_

*Confirmation that Information has been sent to Emma Morehen at the Trust office. SLT*

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Role: \_\_\_\_\_