

# New Ash Green Primary School Anti-Bullying Policy 2023

## 1) Objectives of this Policy

The community of New Ash Green Primary School recognises that bullying, especially if left unaddressed, can have devastating effects on individuals; it can create a barrier to learning and have negative consequences for mental health and wellbeing. By effectively preventing and tackling bullying incidents of all kinds, our school can help to create a safe environment where pupils are able to learn and fulfil their potential.

New Ash Green Primary School Anti-Bullying Policy outlines what we do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and is written with reference to the Equality Act 2010.

## 2) Our school community

New Ash Green Primary School:

- Discusses, monitors and reviews our Anti-Bullying Policy on a regular basis.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively by the school; that pupils feel safe to learn; and that pupils abide by the Anti-Bullying Policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the Anti-Bullying Policy.
- Seeks to learn from good and effective anti-bullying practices elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

## 3) 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.”  
Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through websites, social networking sites and instant messenger) sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.



## 4) Forms of bullying covered by this Policy

Bullying can happen to anyone. National research has shown that some groups of pupils are particularly vulnerable to bullying. These include pupils with SEND, looked after children, pupils from

minoritised ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.  
Forms of bullying include:

- Physical bullying – includes pushing, shoving, biting, pinching, hitting and kicking. It could be damaging or taking someone's belongings.
- Verbal bullying – includes name-calling, saying nasty things about someone, teasing and threats.
- Social bullying – includes spreading rumours about someone, leaving someone out on purpose, telling others not to be friends with someone or embarrassing/shaming someone in public or among their peers.
- Cyberbullying – any type of bullying that happens through use of technological devices such as mobile phones and on the internet
- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.

Please refer to section 11 to access further support relating to the vulnerable groups listed.

#### **5) Preventing, identifying and responding to bullying, we:**

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff including lunchtime staff, teaching assistants, site and office staff, to identify bullying and follow school policy and procedures.
- Actively create "safe spaces" for vulnerable children and young people.

#### **6) Involvement of pupils / students, we:**

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of help-lines and websites.
- Offer a range of support to students who have experienced bullying.

- Work positively with students who have bullied others in order to address the specific problems they have.

#### **7) Liaison with parents and carers, we:**

- Ensure that parents / carers know who to contact if they are worried about bullying.
- Ensure parents know about our complaints procedures and how to use them effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

#### **8) Roles and Responsibilities:**

- This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying of any kind. It is the responsibility of:
- Staff: Staff are expected to act as role models, take all accusations and reports seriously and enforce school policies. Staff create 'class charters' with each class, setting clear rules with students. Staff are responsible for setting high expectations and standards, as well as ensuring wellbeing is of highest importance for all students.
- Students: Students hold the responsibility of upholding the school values, reporting bullying and refraining from participating in any bullying at all. Students are aware of who they can report bullying to. If they feel they are being bullied or have witnessed bullying taking place they should speak to their class teacher, teaching assistant or a member of SLT.
- Parents: Parents are encouraged to communicate any concerns about their child or another child if they feel bullying is taking place. Parents are expected to respect the school rules and policies, support staff and encourage children to speak up.
- Bystanders: All adults and students in school could be 'bystanders' at any point. It is important to stand up and speak out to report any bullying if witnessed, both online and in school.
- Leadership: Senior leaders oversee behaviour in our school and ensure what is outlined within policies is clear within the school. Mrs Cain (Head Teacher) and Mrs Davin (Deputy Head Teacher) are assigned leaders for staff, students and parents to report any allegations of bullying to. They oversee any escalated incidents and respond in-line with the school's Behaviour Policy.
- Governors: School Governors take a lead role in monitoring and reviewing this policy.

#### **9) Links with other school policies and practices:**

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

- Behaviour Policy
- Complaints Policy
- The teaching of PSHE
- Confidentiality Policy
- The recording of racial incidents

## **10) Monitoring & review, policy into practice**

We will review this Policy regularly as well as if incidents occur that suggest the need for urgent review. The school uses the guidance by the DfE the KSCB (Kent Safeguarding Children Board) and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

## **11) Further Support and Information:**

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- The BIG Award: [www.bullyinginterventiongroup.co.uk/index.php](http://www.bullyinginterventiongroup.co.uk/index.php)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)
- The Restorative Justice Council: [www.restorativejustice.org.uk/restorative-practice-schools](http://www.restorativejustice.org.uk/restorative-practice-schools)

## **Cyberbullying:**

- Childnet International: [www.childnet.com](http://www.childnet.com)
- Digizen: [www.digizen.org](http://www.digizen.org)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- The UK Council for Child Internet Safety (UKCCIS) [www.gov.uk/government/groups/uk-council-forchild-internet-safety-ukccis](http://www.gov.uk/government/groups/uk-council-forchild-internet-safety-ukccis)

## **LGBT:**

- Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)
- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Pace: [www.pacehealth.org.uk](http://www.pacehealth.org.uk)
- Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
- Barnardos LGBT Hub: [www.barnardos.org.uk/what\\_we\\_do/our\\_work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- Metro Charity: [www.metrocentreonline.org](http://www.metrocentreonline.org)

- Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)

**SEND:**

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: [www.cafamily.org.uk/media/750755/cyberbullying\\_and\\_send - module final.pdf](http://www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf)
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

**Race, religion and nationality:**

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- Tell Mama: [www.tellmama.org](http://www.tellmama.org)
- Educate against Hate: [www.educateagainsthate.com/](http://www.educateagainsthate.com/)
- Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)

**Sexual harassment and sexual bullying:**

- Ending Violence Against Women and Girls (EVAW) [www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk)
- Disrespect No Body: [www.gov.uk/government/publications/disrespect-nobody-campaign-posters](http://www.gov.uk/government/publications/disrespect-nobody-campaign-posters)
- Anti-Bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: [www.anti-bullyingalliance.org.uk/tools-information/all-aboutbullying/sexual-and-gender-related](http://www.anti-bullyingalliance.org.uk/tools-information/all-aboutbullying/sexual-and-gender-related)