

Anti-Bullying Policy for Northwick Park Primary and Nursery Academy

We regard bullying as particularly serious and always take firm action against it. We encourage everyone, staff and children to work together to deal with it and to report all incidents of bullying.

Bullying can be physical, verbal or emotional – by a single person or by a group.

Incidents of bullying can include:

- Name calling
- Malicious gossip
- Stealing
- Coercion into acts they do not wish to do
- Harming or hurting each other
- Teasing
- Intimidation
- Obtaining something by force or threat
- Ostracising
- Damaging school work or equipment.

Anyone may be a victim.

Early signs of distress may be:

- Withdrawn
- Deterioration of work
- Illness that is not genuine
- Isolation
- A desire to remain with adults
- Erratic attendance
- General unhappiness, anxiety or fear
- Late arrivals
- Bed wetting
- Out of character aggressive behaviour

Framework for Anti-bullying.

Prevention is better than cure so:

- We encourage the caring and nurturing side of children
- We discuss friendships
- We organise support groups for vulnerable children.
- Ensure adequate supervision in playgrounds – mid day assistants aware of incidents of bullying.
- Positively encourage caring and discourage bullying.
- Make use of playground behaviour books to record repetitive incidents.
- We teach and encourage children to use strategies to deal with situations themselves
- Make parents aware of the policy.
- We try to make sure that children and adults know the difference between telling tales and reliably reporting an incident.
- We are aware of children who continually irritate others causing other children to retaliate.

It is important for everyone concerned to recognise the difference between:

Bullying

Focussed on possibly younger smaller and timid children increasingly relying on threat and force. Wilful conscious desire to hurt, threaten and frighten.

Bossiness

Desire to lead and organise others.

Bossing whoever is around at the time.

Usually grows out of it as they mature and learn social skills.

Boisterous Behaviour

More natural uncontrolled – not vindictive – not unfriendly. Over physical behaviour not meant to hurt.

Working with parents.

It is important to provide support by regular liaison with parents.

We don't give permission for bullying by saying:

- You must have done something to deserve it
- Go and hit him back
- Don't be a wimp
- Boys will be boys
- It will sort itself out
- It is part of growing
- Should take it like a man
- They must learn to look after themselves

The informal procedure to tackle bullying at Northwick Park Primary Academy is:

- All incidents of bullying should be reported to the class teacher in the first instance.
- Stress that watching and doing nothing is supporting
- Be aware and tackle any racist or sexual language.
- Give support to both the victim and the bully. The victim needs self-esteem and self-value. The bully needs to work with others (co-operation rather than competition). Do not bully the bully – find out why they are bullying.
- Follow up to prevent re-occurrence
- Make clear to the parent the unacceptability of bullying.

The formal procedure is as follows:

- Make sure that all relevant parties are aware of the bullying.
- Record all meetings with children and parents as necessary
- Make records of suitable action taken to rectify the problem as required.

If further action is required:

- Report to the Governors
- Discuss with the pupil related committee.

Policy Review

This policy was reviewed in December 2014 and will be reviewed again in 2017.

