



**Newton Leys**  
Primary School & Nursery

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**Anti-Bullying Policy**

Adopted by Governing Body: July 2024

Review Date: July 2025

## **Anti-Bullying Policy (including Cyberbullying)**

### **1. Definition of Bullying**

Bullying can be defined as “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)

- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- It also includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development.

### **2. Statement of Intent**

The staff at Newton Leys Primary School & Nursery recognise that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

By effectively preventing and tackling bullying, our staff can help to create a safe and disciplined environment, where pupils are able to learn and fulfill their potential.

At Newton Leys Primary School & Nursery we aim:

- To minimise and where possible eradicate bullying in all forms by taking action as soon as an incident is reported or seen.
- To provide a caring community in which individuals can feel safe and secure.
- To establish good relationships so that individuals can feel confident in seeking help and know that they will be listened to.
- To provide appropriate follow-up care should an incident of bullying occur.
- To ensure that all members of the school community are aware of the Anti-Bullying Policy and of their obligations regarding it.
- To fulfill any legal obligations.

### **3. Values and Beliefs**

At Newton Leys Primary School & Nursery:

- We believe that bullying is unacceptable in any form and under any circumstances.
- We recognise that bullying has adverse effects on victims and their ability to learn therefore we are committed to minimising the risks and to supporting victims.

### **4. Links to Legislation**

There are several 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, 2011

The Equality Act 2010

The Children Act 1989

Protection from Harassment Act 1997

The Malicious Communications Act 1988

Public Order Act 1986

## 5. Links to other policies:

This policy links with several school policies, practices and action plans including:

Behaviour and discipline policy

Complaints policy

Child Protection policy

RSE policy

Online Safety policy (Including Acceptable Use policies)

## 6. Forms and types of bullying

This policy covers all types and forms of bullying including but not limited to:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
TYPE OF BULLYING	DEFINITION
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"><li>• Racial</li><li>• Faith-based</li><li>• Gendered (sexist)</li><li>• Homophobic/biphobic</li><li>• Transphobic</li><li>• Disability-based</li></ul>	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

## 7. Actions to Combat Bullying

The Senior Leadership Team at Newton Leys Primary School & Nursery have established the following activities in order to combat bullying (including cyberbullying):

- Specific roles and responsibilities have been identified and allocated to members of staff in order to ensure that incidents of bullying are detected and appropriate action taken regarding both bullies and victims.
- A system of record keeping has been established so that all incidents are recorded and can be reviewed and reported to the Governing Body.
- All staff are made aware of the Anti-Bullying Policy and of their responsibilities in upholding it.
- Appropriate staff training will be undertaken to ensure that the policy can be upheld in an efficient and caring manner.
- Measures which may lead to a reduction in bullying incidents such as changes to school environment and procedures will be under constant consideration.
- As part of Restorative Practice, all teaching staff will ensure that pupils have sufficient opportunity to discuss issues regarding bullying in class circle time or if necessary on a one to one basis.
- In the case of cyberbullying, the school will take steps, where appropriate, such as examining system logs, identifying and interviewing possible witnesses and contacting the service provider and the police if necessary. (Please also refer to our Online Safety policy).
- Teachers will teach the children about online safety.
- Report any racist incidents on the online system and notify the Senior Leadership Team.

## 8. Cyberbullying:

When responding to cyberbullying concerns, staff will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.

Take all available steps where possible to identify the person responsible. This may include:

- looking at use of the school systems;
- identifying and interviewing possible witnesses;
- contacting the service provider and the police, if necessary.

Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:

- supply reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
- confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law.

The school will access the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the schools powers are used proportionately and lawfully)

- Requesting the deletion of locally-held content and content posted online if they contravene the School's behavioural policies.

- Where an individual can be identified the school will ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
  - advising those targeted not to retaliate or reply;
  - providing advice on blocking or removing people from contact lists;
  - helping those involved to think carefully about what private information they may have in the public domain.

**9. Pupils who have been bullied will be supported by:**

Reassuring the pupil and providing immediate pastoral support.

Offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice.

Being advised to keep a record of the bullying as evidence and discuss how to respond to any further concerns.

Working towards restoring self-esteem and confidence.

Providing ongoing support. This may include working and speaking with staff, offering formal counselling, engaging with parents and carers.

Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Integrated Children Services or support through the Children and School's Mental Health Team

**10. Pupils who have perpetrated bullying will be helped by:**

Discussing what happened, establishing the concern and the need to change.

Informing parents/carers to help change the attitude and behaviour of the child.

Providing appropriate education and support regarding their behaviour or actions.

If online, requesting that content be removed and reporting accounts/content to service provider.

Sanctioning, in line with school behaviour/discipline policy.

This may include:

- official warnings
- internal exclusions
- removal of privileges (including online access when encountering cyberbullying concerns)
- in extreme or repeated cases, fixed-term or permanent suspensions.

Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Integrated Children Services or support through the Children and School's Mental Health Team

**11. Generative artificial intelligence (AI)**

Artificial intelligence (AI) tools are now widespread and easy to access. Staff, pupils and parents/carers may be familiar with generative chatbots such as ChatGPT and Google Bard.

Newton Leys Primary School and Nursery recognises that AI has many uses to help pupils learn, but may also have the potential to be used to bully others. For example, in the form of 'deepfakes', where AI is used to create images, audio or video hoaxes that look real.

Newton Leys Primary School and Nursery will treat any use of AI to bully pupils in line with our policy.

**12. Pupil Responsibilities**

In line with Restorative Practice Principles, it is important that pupils understand that in order for an Anti-Bullying Policy to be effective they must take on certain responsibilities within the school community. They are expected to:

- Support peers by being caring and respectful of differences and refrain from any behavior, which may be interpreted as bullying.
- Report any suspected incidents of bullying which the victim may be afraid to report.
- Report all incidents of bullying using the proper procedures.
- Report all incidents or suspected incidents to an adult immediately.

### **13. Role of Parents**

Parents can play a vital role by:

- Reporting any suspected incidents of bullying involving either bullies or victims.
- Encouraging their children to behave in a sociable and responsible manner.
- Supporting the school's Anti-Bullying Policy.
- Encouraging their children to report any incidents or suspected incidents to adults in school.

### **14. Policy Effectiveness**

The effectiveness of the policy will be measured against the following standards:

- The variation in preventing escalation of bullying including cyberbullying incidents over a given time. If children feel confident and safe in reporting to adults reported incidents could at first increase.
- Variations in the number of incidents involving certain identified individuals or groups.
- Variation in academic performance which may be attributed to the consequences of bullying.

### **15. Monitoring and Review: Putting Policy into Practice**

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The headteacher will be informed of bullying concerns, as appropriate.