‘Be courageous, be strong;
Do everything in love’

Newick Anti-Bullying Policy

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Date of next review: September 2026

Signed: ..... Faye Lawrence (Headteacher)

Signed: ..... Jonathan Sharpe (Chair of Governors)

The DCAT **vision** for our Trust
We exist to:

Help every child achieve their God-given potential

Our **aims** are clear. We aim to be a Trust in which:

Developing the whole child means pupils achieve and maximise their potential

Continued development of staff is valued and improves education for young people

All schools are improving and perform above national expectations

The distinct Christian identity of each academy develops and is celebrated

Our work as a Trust is underpinned by shared **values**. They are taken from the Church of England's vision for Education and guide the work of Trust Centre team. They are:

Aspiration
I can do all things through Christ who strengthens me
(Philippians 4 vs 13).

Wisdom
Listen to advice and accept discipline, and at the end you will be counted among the wise
(Proverbs 19 vs 20)

Respect
So in everything do to others what you would have them do to you
(Matthew 7 vs 12)

Our vision of helping every child achieve their God-given potential is aligned with the Church of England's vision for education and is underpinned by the Bible verse from John: *I have come that they may have life, and have it to the full.*

The Newick CE Primary School Vision
We want all of the children in our school to:

'Be courageous, be strong; Do everything in love.'

Objectives of this Policy

This policy outlines what Newick C.E. School will do to prevent and tackle bullying, and ensure that everything is done 'in love' as per our vision. We operate within the wider DCAT trust to ensure that children's safety and wellebing are central to all that we do. The policy has been drawn up through the involvement of the whole school community and is intended to ensure consistency across the school in terms of understanding what bullying is and how to deal with it effectively as well as prevent it happening.

Our School Community:

- 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;
- Ensures 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 Anti-Bullying practice elsewhere and utilises support from the wider support of the DCAT family of schools and other relevant organisations when appropriate.

Definition of Bullying

Bullying is "**Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally."**

Bullying can include: name calling, taunting, mocking, making offensive comments, negative peer pressure; kicking, hitting, undue rough play; taking belongings; inappropriate text messaging and electronic messaging (including through web sites, social networking 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.

Good behaviour starts at home and the school relies on parents/carers to support this policy, for example by recognising that just as any child can be the victim of bullying, any child is capable of displaying bullying behaviour. We ask all parents/carers to be vigilant about this and to encourage their children not to involve themselves in bullying behaviour.

Child on Child Abuse

See also our Child Protection/Safeguarding Policy which states that: 'When responding to concerns relating to child-on-child sexual violence or harassment, Newick CE Primary School will follow the procedures set out in the anti-bullying policy, with reference to guidance in KCSIE 2025 – Part 5 paras 451 - 562 on what schools should ensure is in place.

Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- 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 (including homophobic bullying)
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying, including transphobic bullying, sexual violence and sexual harassment
- Online bullying via the internet and/or mobile devices.

This list is not exhaustive.

Preventing, identifying and responding to bullying

We will:

- 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 to identify bullying and follow school policy and procedures on bullying.
- Ensure governors have the information they need to understand any issues in school.
- Actively create "safe spaces" for vulnerable children and young people.

- Ensure all staff are aware that children with SEND and/or perceived/real differences are more susceptible to bullying and abuse. We keep a record of known bullying incidents.

Procedures when bullying is suspected or has been identified

- In common with all serious behaviour issues in our school, the matter will be investigated thoroughly and fairly by the Class Teacher and/or the Headteacher or member of SLT. Notes will be kept in the school records.
- The Headteacher or member of SLT will be informed immediately when an incident of bullying is suspected or identified by a Class Teacher or other member of staff. Incidences will be logged on My Concern under the category 'bullying' as decided by the DSL or Deputy DSL.
- These incidences will be shared with the Full Governing Body at the next termly meeting
- Where it is established that bullying has occurred, it will be treated as 'difficult or dangerous behaviour' in accordance with the school's Behaviour Policy. That policy sets out the consequences that may be imposed.
- Children who are involved in bullying (either as 'bully' or 'bullied') may need additional support or guidance from school staff or outside agencies. The Headteacher or member of SLT will initiate and coordinate any discussions to decide any provision that may need to be made. Parents/carers may be invited to take part in some or all of these discussions.
- Children who are concerned about bullying issues (affecting them or their friends) are encouraged to speak to their Class Teacher, the Headteacher or member of SLT as soon as they can. However they can speak to any other member of staff or trusted adult if they prefer.
- Parents/carers who are concerned that their child might be being bullied, should discuss the matter with the Class Teacher, the Headteacher or the Deputy Headteacher so that the matter can be investigated and resolved.
- Parents/carers are respectfully requested not to air grievances in other ways such as the informal discussion of issues at the school gate or through social networking sites or the circulation of texts, particularly when this might involve criticism (directly or indirectly) of named children, school staff or other parents/carers.
- Every member of the wider school community is entitled to have issues concerning them or complaints about them, dealt with fairly and through the given procedures. The school has a complaints procedure that can be used by parents/carers if they are dissatisfied (the policy is available from the school office).

In the case of any incidences of child on child sexual violence, abuse or harassment the school will follow Part 5 of KCSIE (Sept 2025) guidance

Involvement of pupils / students

We will:

- Regularly canvas children and young people's views as to the extent and nature of bullying.
- Ensure pupils know how to express worries and anxieties about bullying, through assemblies, PSHE lessons and participation in whole school initiatives such as the annual 'anti-bullying week' (when children engage in activities and discussions to enable them to identify bullying and to know who they can turn to for help).
- Ensure all pupils are aware of the range of sanctions that may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.
- Offer support to pupils who have been bullied and work with them in an appropriate way following bullying incidents.
- Work with pupils who have been bullying in order to address the problems they have.

Liaison with parents and carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents/carers know about our complaints procedure and how to use it 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.
- Ensure parents/carers are fully aware of any ongoing support strategies that have been put in place to support their children.
- In appropriate cases the Headteacher or Deputy Headteacher (at their discretion) may agree to facilitate mediation meetings between Parents/Carers, where there are tensions that might be eased by such mediation.

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:
Complaints Policy
PSHE Education
Behaviour Policy
Confidentiality Policy
Children's Wellbeing Policy
Safeguarding and Child Protection Policy
Online safety Policy
Relationships and Sex Education (RSE) Policy

Monitoring & review, policy into practice

We will review this Policy at least once every year as well as if incidents occur that suggest the need for review. The school uses the guidance by the DfE, the Local Authority and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

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.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, SLT, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.
- Parents to support the policy.

Our Christian ethos

We believe that forgiveness is an important part of our anti-bullying policy. We believe in tackling issues of bullying directly and firmly. We encourage our children to take responsibility for their own actions, to say sorry where necessary and to put things right, and to know that they can then be forgiven and offered a new start. In the first instance, if deemed appropriate, we would hold restorative conversations between any victim and perpetrator to allow an opportunity for forgiveness. We expect our parents and carers to model this Christian attitude, and support our anti-bullying policy.

The named contact for this policy is: Mrs Faye Lawrence (Headteacher)

This policy was reviewed in September 2025