



Norbriggs Primary School

Where Every Child Counts

Anti-Bullying Policy

Agreed by Headteacher:

Arran Tasker

Agreed by Governing Body:

Karl Richardson

Date:

September 2025

Next Review Date:

September 2026

Glossary:

SENDCo:	Special educational Needs and Disabilities Co-ordinator
Victim:	The person who the alleged bullying has been done unto
Perpetrator:	The person who has conducted the alleged bullying
NSPCC:	The National Society for the Prevention of Cruelty to Children
SLT	Senior Leadership Team

Aims:

Persistent bullying can severely inhibit a child's ability to learn effectively, or a member of staff's ability to do their job. The negative effects of bullying can have an impact on a person for their entire life.

The school wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour, including racist and homophobic bullying.

Therefore, this policy promotes practices within the school to reinforce our vision, and to remove or discourage practices that negate them.

This policy has been written with reference to The Equality Act 2010.

What is Bullying?

Bullying occurs when an individual or group uses strength, either physically or emotionally, to cause hurt, by intimidating or demeaning others.

Bullying is persistent over a period of time and is often covert. It can be **direct** and take the form of name-calling, violence, threatened violence, isolation and ridicule. Bullying can also be **indirect** such as spreading unpleasant stories or rumours about someone, abusive text messages and emails, or online over the internet.

How do we Deal with Bullying at Norbriggs?

We aim to deter bullying through promoting the following areas in school:

- School Values and Ethos
- Staff Responsibilities
- The Curriculum
- Incident Managing and Reporting
- School Prefects and Anti-bullying Ambassadors
- Role-Modelling Behaviour
- A Clear Behaviour System with Logical Consequences

School Values and Ethos

Our values of **respect, responsibility and resilience** form the foundation of our school ethos. Staff and pupils are encouraged to report genuine incidents of bullying as soon as possible. The alleged perpetrators are dealt with firmly but fairly from the outset. It is made clear that bullying in any form is unacceptable. All children have an absolute right to a childhood, free from abuse, neglect or exploitation.

All members of staff (teaching and non-teaching) have a responsibility to be mindful of these issues related to children's safety and welfare and a duty to report and refer concerns; no matter how minor they may appear to be.

Staff Responsibilities

- To implement procedures to confront bullying in any form.
- To make conscious efforts to develop positive behaviour through the curriculum e.g. cooperative games, discussion of caring attitudes, respect for one another.
- To watch for signs of distress in pupils – deterioration of work, illness, isolation, seeking adult attention.
- To listen to all parties involved in any incidents.
- To investigate incidents promptly, as fully as possible.
- To take appropriate action or refer to SLT or Head Teacher.
- To record incidents of bullying on MyConcern – reported directly to the Head Teacher.
- To share with parents of the victim and perpetrator, incidents of persistent and /or serious bullying.
- To implement appropriate procedures for members of staff.
- To promote the use of positive behaviour management through a range of learning styles.
- To promote communication and consultation within the school and with relevant outside agencies, when necessary.
- To model the values we believe in.
- To promote the use of interventions which are effective.
- To create an orderly atmosphere in the classroom and around the school and to insist on responsible behaviour at all times.

Governor Responsibilities

- To be familiar with the school's behaviour and anti-bullying policies.
- To support school staff in implementing the above policies.
- To promote the school in a positive light within the community

The Curriculum

Our anti-bullying ethos is integrated into our curriculum. This allows children to learn the potential signs of bullying, and what they can do to prevent, or address it.

During subjects such as PSHE, RE and Computing, children are taught to be considerate, caring and helpful. Lessons will incorporate bullying issues in order to raise awareness. This can include direct and indirect bullying, online safety and how to seek help and advice.

This is further supported by our assemblies, key dates such as Anti-Bullying Week, and external speakers, so children at Norbriggs grow up in a well-rounded and safe environment. At times, it may be appropriate to some extra or specific work in response to individual incidents.

Incident Management and Reporting

Bullying will be dealt with quickly and fairly. The incident will be recorded in the school's incident logs and will be stored for at least 3 years.

1. In the first instance, the perpetrator will receive logical consequences according to the school's behaviour policy.
2. Future behaviour will be closely monitored. Contact will be made with the victim and perpetrator's parents.
3. Should bullying persist, exclusion may be deemed necessary; parents will be invited into school to discuss their child's behaviour.
4. The victim and perpetrator will be offered support by the school. This may be through working with a Learning Mentor or teaching assistant, or input from the Behaviour Support Service and/or the Pastoral Manager.

Monitoring and Evaluation

The SENCo, PSHE and Anti-bullying Co-ordinators will be responsible for monitoring, reviewing and updating lessons and resources on bullying issues. The School Parliament will regularly discuss bullying at meetings. Children who are 'Buddies' will have regular meetings with their adult trainer. The school welcomes visits from the NSPCC, and other external agencies, to further promote antibullying and reiterate important messages about keeping safe online.