



New Leaf Triangle CIC Antibullying Policy

Written by Carly Steel, Director

Reviewed September 2020 (Carly Steel)

Reviewed November 2022 (Lorraine Squires Shaw)

Reviewed November 2024 (Lydia Gibson)

Review due November 2026

This policy outlines how New Leaf Triangle acts to prevent and tackle bullying. Bullying affects lots of people and can happen anywhere: at school/college, travelling to and from school/college, in sporting teams, in friendship or family groups or in the workplace.

What is bullying?

Bullying is repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability. Bullying can take many forms including:

- physical assault
- social bullying
- threatening behaviour
- name calling
- cyberbullying

Bullying includes; people calling you names, making things up to get you into trouble, hitting, pinching, biting, pushing and shoving, taking things away from you, damaging your belongings, stealing your money, taking your friends away from you or leaving you out, posting insulting messages or rumours, in person online, threats and intimidation, making silent or abusive phone calls, sending you offensive texts or messages.

What is cyber bullying?

Cyber bullying is any form of bullying which takes place online or through smartphones, tablets etc. Social networking sites, messaging apps, gaming sites and chat rooms such as Facebook, Xbox Live, Instagram, YouTube, Snapchat and other chat rooms can be great fun and a positive experience, but they can sometimes be used as a platform for cyberbullying.



What do we do at NLT?

- We have an antibullying week every year.
- We learn about what bullying is.
- The staff look out for bullying and listen to anyone who is being bullied.
- We have high student to staff ratios, usually 1-1 to support children with their social, emotional and communication skills.
- Our curriculum is based around developing social, emotional and communication skills as a group and individually. This includes how to treat other people, how to express oneself in an appropriate manner, how to accept differences and how to work well together.
- At NLT we promote the development of a positive community and relationships.
- At NLT we celebrate differences and diversity. We do not tolerate prejudice or hatred.
- We have a simplified child-friendly safeguarding policy that explains what bullying is and how to report it.

What should you do if you are being bullied at New Leaf Triangle?

If you are being bullied at New Leaf Triangle, tell a friend, tell a member of staff and tell your parents/carers. It can be hard to do this so if you don't feel you can do it in person it might be easier to write a note to your parents/carers explaining how you feel, or perhaps confide in someone outside the immediate family, like a grandparent, aunt, uncle or cousin and ask them to help you tell your parents what's going on.

If you feel able to, please confide in a member of staff that you trust. Don't be tempted to respond to any bullying or hit back because you could get hurt or get into trouble.

Your parents/carers or the staff member will speak to a NLT Director (Lorraine or Troy). They will respond to your worries on the same day and arrange a time to meet to talk to you about it in more detail.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

Report all bullying allegations and incidents to staff.
Staff will make sure the victim(s) is and feels safe.
Appropriate advice will be given to help the victim(s).



Staff will listen and speak to all children involved about the incident separately.

The problem will be identified and possible solutions suggested.

Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.

Staff will reinforce to the bully that their behaviour is unacceptable.

The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied.

If possible, the students will be reconciled.

An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.

In cases of serious bullying, the incidents will be recorded by staff on an incident report form and stored in the student file in the office.

In serious cases parents will be informed and will be invited to come to NLT for a meeting to discuss the problem.

After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Bullying incidents will be discussed regularly at staff meetings.

If necessary and appropriate Social Services or police will be consulted and the bully could be temporarily or permanently excluded.

Other sources of information:

Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2560	www.actagainstabullying.com
Anti-bully	not available	www.antibully.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk
Bullying Online	020 7378 1446	www.bullying.co.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
Kidscape	020 7730 3300 (general enquiry number) 08451 205 204 (helpline for adults only)	www.kidscape.org.uk www.beyondbullying.com
NSPCC	0207 825 2500	www.nspcc.org.uk



Parentline Plus

0808 800 2222

www.parentlineplus.org.uk