



Anti-Bullying Policy

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Author	K. Donovan
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Purpose of policy

At Newall Green High School we are committed to providing a caring, friendly and safe environment for all of our students and staff so they can learn in a relaxed and secure atmosphere. It is recognised that all schools are likely to have a problem with bullying at some time. This school regards bullying as particularly serious and firm action will always be taken against it. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **telling** school. This means that **anyone** who knows that bullying is happening is expected to tell the staff, and staff are expected to take incidents seriously.

Aims

- All Governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students, staff and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

What is bullying?

Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.

Bullying is repeated over time.

Bullying makes those being bullied feel powerless to defend themselves.

What types of bullying are there?

Bullying can include;

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Cyber (all areas of internet, email and internet chatroom misuse.
Mobile threats by text messaging and calls. Misuse of associated technology i.e.: camera and video facilities including those on mobile phones.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)
- Anti - disability

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route.
- Doesn't want to go on the school / public bus.
- Begs to be driven to school.
- Changes their usual routine.
- Is unwilling to go to school (school phobic).
- Begins to truant.
- Becomes withdrawn, anxious or lacking in confidence.
- Becomes aggressive, abusive, disruptive or unreasonable.
- Starts stammering.
- Threatens or attempts suicide.
- Threatens or attempts self-harm.
- Threatens or attempts to run away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Performance in school work begins to drop.
- Comes home with clothes torn, property damaged or 'missing'.
- Asks for money or starts stealing money.
- Has dinner or other monies continually 'lost'.
- Has unexplained cuts or bruises.
- Comes home 'starving'.
- Bullying others.
- Changes in eating habits.
- Is frightened to say what is wrong.
- Afraid to use the internet or mobile phone.
- Nervous or jumpy when a cyber-message is received.
- Gives improbable excuses for their behaviour.

What causes Bullying?

People bully for different reasons. The reasons could be:

- To feel powerful.
- Jealousy.
- To feel good about themselves.
- To be in control.
- Because they want something (attention, possession or friends).
- To look good in front of other people.
- To feel popular.
- Because of peer pressure.
- To be big/clever.
- For fun.
- Because they are being bullied themselves.
- Because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way).
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How can we prevent Bullying?

In order to minimise bullying we have the following preventative measures in place:

- We have created a culture in school whereby bullying will not be tolerated by staff or students.

- We have created a culture in school where the use of homophobic language is not acceptable.
- Bullying is explored through the curriculum in subjects such as English, Drama, PSHE, and ICT. Frank, honest discussions help to expose problems in a sincere, genuine manner.
- Our behaviour policy creates an environment where students are expected to take responsibility for each other's social well-being.
- We use events to promote further understanding of bullying such as theatre groups.
- We have assemblies on themes relating to anti-bullying, including cyber bullying.
- There is a comprehensive rota of staff duties to monitor pupil behaviour around school at break and lunchtime; clear evidence of staff presence around school is in itself a deterrent to bullies, and staff are encouraged to arrive at duty points promptly.
- Student toilets are supervised at all times.
- We have CCTV at key points in the building and grounds to get rid of blind spots where bullying could take place.
- We monitor the use of mobile hand held devices.
- Quiet areas and clubs are provided in school at lunchtime.
- Information about our policy and the phone numbers for helplines are included on the school website.
- Mentors are always available to discuss any concerns with students, staff and parents.
- Bullying behaviour may be linked to deeper issues. We will identify and supporting such individuals support them to prevent bullying.

Why is it Important to respond to bullying?

- Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.
- Schools have a responsibility to respond promptly and effectively to issues of bullying which occur within the school.

Responding to Bullying Incidents

In order to minimise bullying, we aim to respond promptly and effectively to any incident which occurs, either in school or on the way to or from school.

- Students who have been bullied should report this to any member of staff.
- Students must be listened to and reports of bullying taken seriously and **ACTED UPON AT ALL TIMES BY ALL STAFF.**
- Incidents of bullying must be **dealt with promptly by the member of staff to whom it has been reported** and information regarding the incident should be recorded on SIMS and reported to HOY.
- Prompt investigation of indicators or allegations of bullying must occur.

Investigation should include the following practical steps:

- Encourage the target to co-operate fully in identifying the bullies as the best way of securing the target's safety and that of others in the future.
- Establish with the target, as precisely as possible, what led to the incident and, where appropriate, what steps can be reasonably be taken to avoid similar situations in the future.
- Interview students individually where allegations of bullying are made about a group.
- Ask individuals to make a written record of the incident, signing and dating it.
- Parents of the bully and the target should be informed.
- Bullies and targets may be counselled together if appropriate and both parties and their parents are in agreement.
- The outcomes of any investigation must be communicated to those involved.
- Sanctions may be used ranging from a Strike 1 to a fixed exclusion (in very serious cases).
- Students who bully will be expected to read and agree to an anti-bullying contract (Appendix 1)
- If thought necessary, the school based police officer should be informed.
- Bullies should not be bullied.
- Everybody involved must see action being taken
- Staff must model non- bullying behaviour.

Monitoring our policy

The policy is regularly monitored by the Head and governing body to ensure that it is working as effectively as possible

Appendix 1

Newall Green High School

Anti - Bullying Contract

In **Newall Green High School** we all agree that every student has the right to learn in a school environment free from bullying of any kind in which they feel safe and supported.

NEWALL GREEN HIGH SCHOOL HAS A ZERO TOLERANCE TOWARDS BULLYING OF ANY KIND

It is bullying if you hurt someone by:

- Calling them names.
- Threatening them.
- Pressuring them to give away money or possessions.
- Hitting them.
- Damaging their possessions.
- Spreading rumours about them or their family.
- Using text, email or web space to write or say hurtful things (cyberbullying).
- Ignoring/excluding them or encouraging others to ignore/exclude them.

I have read the above and agree not to take part in bullying of any kind.

I agree to report any bullying because I know it is the right thing to do.

I will not ignore any bullying.

If I break this contract I understand that I will face further punishment, which could include isolation or exclusion.

Signed _____

Witnessed by _____

Date _____

Appendix 2

ADVICE FOR STUDENTS

If you are being bullied:

- Do not feel ashamed about being bullied. It is NOT your fault - but it is important to get help. No one deserves to be bullied.
- Find someone that you comfortable talking to - someone in school, at home, a friend or just someone that you trust.
- Tell them what is happening and how it is making you feel. They may be able to help you directly or can help you decide what to do next.
- If you are being bullied at school, ask someone (maybe a teacher) to tell you about the school's guidelines on bullying. This will give you an idea of what you can do and what the school can do.
- Trying to remember things accurately can sometimes be difficult, so keep a record of what happens to you, where it happens and when.
- If you talk to someone about what is happening and it does not help, do NOT give up. Sometimes you may need to talk to more than one person. If you can't think of someone to talk to, you could call CHILDLINE on 0800 1111 to speak to an adult who is there to listen and help you think about what you can do.
- Remember it is important to feel safe. Are there ways for you to keep yourself out of harm's way? For instance, you could walk home with your friends rather than on your own, or ask someone to stay with you if you feel threatened.

If you witness bullying:

- Do not ignore what happens.
- Let the person who is being bullied know that you have witnessed what is going on and that you are concerned.
- Encourage them to tell someone.
- Teachers are often the last to know that bullying is going on. If they are going to do something about it they need to know what is happening.

If you are bullying someone:

- You have a choice - just because you have bullied others in the past does not mean that you have to keep doing it.
- People who are bullied can feel scared and upset. You can put a stop to that by changing your behaviour.
- You can get into trouble if you keep bullying others - you might be excluded from school and in some cases the police may be involved.
- Sometimes things happen to you to make you more likely to bully others - e.g. being bullied yourself or trouble at home. It is important to get help for yourself rather than taking your frustrations out on others.

*Appendix 3***ADVICE FOR PARENTS/CARERS**

What should I do if I suspect my child is being bullied?

- Bullying is the deliberate attempt by an individual or group to hurt, tease, torment, threaten, frighten or exclude someone. Bullying can be physical, emotional or verbal in nature. It will not be tolerated within our community.
- Inform school immediately (even if you are unsure). Ask to talk to the Head of Year or form tutor.
- Keep a written record of what your child says about bullying - note down who, where, when and what happened. This is particularly important if the problem persists. (Also keep any text messages your child receives, as “cyber” bullying is as hurtful as other forms.)
- Talk to the school about strategies that will help your child and provide him/her with support both inside and outside school
- If the problems persist outside school, please note that we may have no jurisdiction to deal with these situations and the police should be involved.

How do I support my child if they are the target of bullying?

- Once you are sure that bullying is happening reassure your child that they are not to blame - it is not their fault.
- Encourage your child to talk to someone, preferably an adult, in school that they trust/like. This does not have to be a teacher.
- Talk about where it happens and work out simple ways to avoid those locations /situations. This is not always possible so advise your child to make sure there are other people around who they trust e.g. friends, peers, adults.
- Advise him/her not to “buy off” the bully in any way.
- Work out a plan of action with your child and a member of staff. Make sure that this is always followed.
- Take an interest in your child’s social life. Encourage friendships, discuss their day including what they did at break or lunchtime and remember their journey to and from school.
- Do not encourage or advise your child to retaliate or hit back - this may be out of their nature anyway and usually escalates an already emotionally challenging situation.
- Finally - you have not failed as a parent if your child becomes the target of bullying. What is important is your, and our, response to the situation.
- Together we can deal with it successfully. Remember- the target is in need of support - so too is the bully.

Support Agencies

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

www.anti-bullyingalliance.org.uk

Kidscape

www.kidscape.org.uk

02077303300

Childline - advice and stories from children who have survived bullying

08000 1111

Bullying on line

www.bullying.co.uk

Parentline Plus - advice and links for parents www.parentlineplus.org.uk

08088002222

Parents Against Bullying

01928 576152

Useful sources of information

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen.

www.stonewall.org.uk.

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools www.thinkuknow.co.uk

Know IT All for Parents - a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents