

NEWFIELD SCHOOL



**Anti-Bullying
Policy**

Reviewed: September 2021

Responsible: Mrs Furlong

Date of Next Review: September 2022

ANTI-BULLYING POLICY

Objectives of this Policy

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

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils and staff so they can learn / work in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, everyone 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 or to disclose through the bullying box.

HOW DO WE PRE-EMPT BULLYING AT NEWFIELD SCHOOL?

The Anti-Bullying Policy reflects the principles laid down in the school's core policy documentation:

- The Mission Statement
- The Behaviour Policy
- The PSHE Policy
- The Child Protection Policy
- E-Safety policy
- Home-School Agreements
- Equality and diversity policy

Staff invest a great deal of time in nurturing a positive school climate, in which children can grow and learn, and be helped to understand and talk about their own as well as others' emotions and needs, without fear of failure or ridicule.

Whilst maintaining very high expectations of children's behaviour, staff at the school builds in a great deal of structure and support, throughout the school day, in order to facilitate success and pre-empt difficulties arising. The Behaviour Policy details the routines and procedures which all staff follow, both in class time, but also in lunch, dinner and playtimes, to actively supervise children, and to follow-up on problems as and when they arise. Nevertheless, instances of bullying can, and do arise

What Is Bullying?

Bullying is the use of hurtful behaviour including aggression with the intention of hurting another person. Bullying results in pain and distress to the victim, may be repeated over time and the victim may be unable to defend themselves against

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence. Interfering with possessions, 'borrowing'
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments • Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing, skitting, intentionally embarrassing others 3
- Technological /Cyberbullying covers all areas of internet, email & social networking sites e.g. Facebook and chat room misuse. Mobile telephone misuse, threats by text messaging & prank calls, taking photos, happy slapping etc.
- Misuse of any other associated technology, i.e. camera, video and voice recording facilities. Remember that bullying can occur not only between students but also between staff. It can be staff to student or by student to staff. It also includes individuals who bully students or staff as they arrive to and leave college.

It is not bullying when people:

- Hurt others by accident
- Won't let others have their own way
- Ask others to take their turn
- Want others to play by the rules
- Call people a name they are happy with

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. Pupils who are bullying need to learn different ways of behaving.

We as a school have a responsibility to respond promptly and effectively to issues of bullying.

When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated.

Our school will offer a protective, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:-

- Immediate action to stop the incident and secure the child's safety
- Positive reinforcement that reporting the incident was the correct thing to do
- Reassurance that the victim is not responsible for the behaviour of the bully
- Strategies to prevent further incidents
- Sympathy and empathy
- Befriending
- Extra supervision/monitoring
- Creation of a support group
- Peer mediation/peer mentoring
- Informing/involving parents
- Restorative work between the perpetrator and the victim (provided this does not increase

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

6. is frightened of walking to or from school
7. doesn't want to go on the school / public bus
8. begs to be driven to school
9. changes their usual routine
10. is unwilling to go to school (school phobic)
11. begins to truant
12. becomes withdrawn anxious, or lacking in confidence
13. starts stammering
14. attempts or threatens suicide or runs away
15. cries themselves to sleep at night or has nightmares
16. feels ill in the morning
17. begins to do poorly in school work
18. comes home with clothes torn or books damaged
19. has possessions which are damaged or " go missing"
20. asks for money or starts stealing money (to pay bully)
21. has dinner or other monies continually "lost"
22. has unexplained cuts or bruises
23. comes home starving (money / lunch has been stolen)
24. becomes aggressive, disruptive or unreasonable
25. is bullying other children or siblings
26. stops eating
27. is frightened to say what's wrong

28. gives improbable excuses for any of the above
29. is afraid to use the internet or mobile phone
30. is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

PROCEDURES

1. Report bullying incidents to staff
2. The incidents will be recorded on SIMS by all staff.
3. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour
7. Restorative Justice is used when applicable
8. Pupils can report bullying to any member of staff. If parents/carers have any concerns that they know bullying is taken place. They can call in or phone the school and report it to any member of staff.

Outcomes.

1. **STOP** the bullying
2. **RE-EDUCATE** - The bully (bullies) may be asked to genuinely apologise. Other support, consequences or intervention may take place, including involvement of outside agencies
3. In serious cases, fixed term exclusion or even permanent exclusion will be considered
4. **RECONCILE** If possible, the pupils will be reconciled
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use KIDSCAPE and Bullybusters methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- watching DVDs about bullying

- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters
- use PHSE to discuss bullying

Further sources of information:

Although bullying is not in itself a criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour - or communications - could be a criminal offence for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003 and the Public Order Act 1986. Section 89 Education and Inspections Act 2006.

- The Equality Act 2010.
- The Anti-bullying Alliance (ABA): Founded in 2002 by NSPCC and the National Children's Bureau, the Anti-Bullying Alliance brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues. www.antibullyingalliance.org 020 784 31901.
- Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They offer specialist training and support for college staff and assertiveness training for young people. www.Kidscape.org.uk 020 730 3300
- Childline: 0800 1111 www.childline.org.uk Bully Busters: 0800 169 6928 www.bullybusters.org.uk NSPCC: 0808 800 5000 www.nspcc.org.uk Cyber Bullying / On-Line Bullying:
- ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves.
- Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.
- Digizen: provides online safety information for educators, parents, carers and young people. Advice on Child Internet Safety 1.0:
- The UK Council for Child Internet Safety (UKCCIS) has produced universal guidelines for providers on keeping children safe online.
- Under the Malicious Communication Act 1988, it is an offence for a person to send electronic communication to another person with the intent to cause distress or anxiety or to send an 6 electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

LGBT:

- EACH: (Education Action Challenging Homophobia): provides a national Freephone actionline for targets of homophobic or transphobic bullying and training to colleges on sexual orientation, gender identity matters and cyber homophobia.
- Colleges Out: Offers practical advice, resources and training to colleges on LGBT equality in education.
- Stonewall: An LGB equality organisation with considerable expertise in LGB bullying in colleges, a dedicated youth site, resources for colleges and specialist training for teachers.

SEND:

- Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people.
- Changing Faces: Provide online resources and training to colleges on bullying because of physical difference.
- Cyberbullying and children and young people with SEN and Disabilities. Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying practice.

Racism:

- Show Racism the Red Card: Provide resources and workshops for colleges to educate young people, often using the high profile of football about racism.
- Kick it Out: Uses the appeal of football to educate young people about racism and provide education packs for colleges.
- Anne Frank Trust: Runs a college project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination and cultural diversity.

Please note that during this process the college's Behaviour Policy will also be in place to address student's behaviour