



Anti-Bullying Policy

March 2022

Objectives of this Policy

- All governors, teaching and non-teaching staff, children and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school's policy is on bullying and follow it when bullying is reported.
- All children and parents should know what the School's policy is on bullying and what they should do if bullying arises.

Staff Responsibilities

- To implement procedures to confront bullying of any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action and to refer SLT as appropriate
- To record on all concerns on CPOMS
- To share with parents of the victim and bully, incidents of serious and /or persistent bullying
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within the relevant academy and relevant agencies when appropriate

Introduction

Newton Hill Community School is committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our school. If bullying does occur, all children will be reassured that any incidents will be dealt with promptly, severely and effectively.

We are an anti-bullying School.

This means that anyone who knows that bullying is happening is expected to inform members of staff. Newton Hill Community school does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. While it is very difficult to eradicate bullying, we do everything in our power to ensure that all children attend school free from fear.

What Is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Cyber-bullying

The rapid development of, and widespread access to technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click e.g. social media apps.

Vulnerable pupils

Bullying can happen to all children and young people and it can affect their social, mental and emotional health. School staff should support all pupils who are bullied. This means being alert to the effect any form of bullying can have and being especially alert to where it may have a severe impact. There is evidence to suggest that pupils that are badly bullied in school are more likely to be bullied out of school, for instance either on their way to or from school or through cyberbullying.

Special Educational Needs and Disabilities (SEND) Code of Practice

While bullied children will not be routinely considered as requiring SEN support, we will provide support in a proportionate and tailored way to meet individual needs by taking advice from professionals.

At Newton Hill Community School, we use the following definition:

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.”

This definition is revisited with classes on a regular basis.

A child version of the definition is **“We do not bully other children. Bullying is when one child or some children together hurt another child more than once. We do not hurt other children’s bodies or feelings.”**

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional Derogatory name calling of an insulting and/or personal nature.
- Demanding money, material goods or favours by means of threat or force.
- Physical pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference
- Racist racial taunts, graffiti, gestures.
- Sexual violence/sexual harassment comments - unwanted physical contact or sexually abusive comments.
- Comments regarding sexual orientation.

- Homophobic - because of, or focussing on the issue of sexuality.
- Verbal name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- Cyber bullying - all areas of internet, such as email & internet chat room misuse, social media. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities.

Sexual Violence and Sexual Harassment

As a school we will respond appropriately to all reports and concerns regarding sexual Violence and harassment, including those outside the school and or online. At Newton Hill there is a zero-tolerance approach to sexual violence and sexual harassment and it is never acceptable, and it will not be tolerated and it should never be passed off as “banter”, “just having a laugh” or “part of growing up”.

As a school we will always challenging physical behaviour (potentially criminal in nature), such as grabbing bottoms, breasts and genitalia, pulling down trousers, flicking bras and lifting up skirts.

All concerns will be logged on CPOMS. We will also refer to our Safeguarding Policy and take advice where needed.

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

Intervention - Support for pupils who are bullied

In all cases schools have a responsibility to support children who are bullied and make appropriate provision for a child’s needs. The nature and level of support will depend on the individual circumstances and the level of need. These can include a quiet word from a teacher that knows the pupil well, asking the pastoral team to provide support, providing formal counselling, engaging with parents, referring to local authority children’s services or referring to Child and Adolescent Mental Health Services (CAMHS) for example.

Signs and Symptoms

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

- is frightened of walking to or from school
- 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
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly on school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or 'go missing'
- asks for money or starts stealing money (to pay bully)
- has lunch or other monies continually 'lost'
- has unexplained cuts or bruises
- comes home hungry (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- 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.

Bullying which occurs outside school premises

Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will be informed.

School Procedures:

1. Report bullying incidents to staff and SLT.
2. All cases of bullying will be recorded by staff on CPOMS.
3. 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.

Outcomes

- The bully (bullies) may be asked to genuinely apologise. If possible, the students will be reconciled. Other consequences such as those stated in our behaviour policy may take place. In serious cases exclusion will be considered.
- Continued monitoring by staff - all staff will be made aware of monitoring requirements of individual cases.
- Formal recording of all cases of bullying – all staff will use CPOMS.
- As required, continued liaison with parent/carer/social worker.

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

Further information and resources:

NHCS Safeguarding & Child Protection Policy

NHCS Behaviour Policy

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf