

This policy was developed in consultation with staff, governors, pupils and parents. It is reviewed and updated every two years, and the new version distributed to the whole school community.

Definition

This is our school community's shared understanding of what bullying is:

When a person or group of people's behaviour, over a period of time, leaves someone feeling one or more of the following:

- *Physically and/or mentally hurt or worried,*
- *Unsafe and/or frightened,*
- *Unable to do well and achieve,*
- *"Badly different", alone, unimportant and/or undervalued, and*
- *Unable to see a happy and exciting future for themselves*

*it **could** be bullying. When a person, or group of people, has been made aware of the effects of their behaviour on another person and they continue to behave in the same manner, this **is** bullying.*

If someone is made to feel like this, or if they think someone they know feels like this, it should be investigated. This should happen straight away as it can take a long time to build up the courage to tell someone. However, lots of things can make people feel bad, sometimes it depends on the situation we are in, and it is not always bullying – so the following two definitions are also useful:

1. Bullying is any behaviour by an individual or group that:
 - Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
 - Happens more than once – there will be a pattern of behaviour, not just a "one-off" incident
 - Involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves¹
2. "Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally"².

Methods and practices of bullying

The following are some examples of the many different forms of bullying, but do this is not an exhaustive list.

Physical - For example, kicking, hitting, spitting, pushing, taking and damaging belongings, or threatening to do any of these things.

¹ Adapted from Bullying – A Charter for Action, DCSF

² Adapted from DfE guidance "Preventing and Tackling Bullying" 2012

Verbal - For example name calling, taunting, threats, offensive or discriminatory remarks, whether about people or objects.

Indirect, emotional or relational - For example, spreading hurtful and untruthful rumours or nasty stories, gossiping, excluding from social groups, forcing someone to do something against their will, tormenting, "dirty looks", or producing offensive graffiti

Cyber - For example, sending offensive text messages, using pictures or video clips, Instant Messaging, emails, social networking sites or other electronic contact to cause harm, embarrassment or discredit to students or staff of the school.

*'Cyber-bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend him or herself.'*³

Prejudice-related - For example, bullying or harassment that is homophobic, gender based, sexist, sexual or transphobic, racist or discriminating against religion, Special Educational Needs, disabilities, health conditions or a person's home circumstances, such as being looked after, or caring for a family member. This includes actions or language that discriminates against people for any of these reasons, or other reasons relating to a person's identity.

Sexual - For example inappropriate or unwanted physical contact, verbal comments or cyber messages of a sexual nature.

Bullying includes the above but is not limited to this. It also includes:

- Any form of behaviour which is the result of a specific strategy to make an individual feel miserable
- Organising others to do any of the above
- Excluding an individual in such a way that they are made to feel vulnerable and different in a bad way

Northern House School rejects all of the above forms of bullying and will not tolerate them in our school community.

Off-site bullying

We are aware that several areas in and around the school are vulnerable to bullying, including:

- the playground
- in taxis
- in the toilets
- in the corridor
- where access to computers is allowed.

The school has an enduring interest in the welfare and conduct of its pupils and will respond positively to any information it receives about bullying outside school, for example in journeys to and from school, in after school activities, or through use of technology such as the internet or mobile phones outside of school hours. The Education and Inspections Act 2006 gives Head teachers the power

"to such an extent as is reasonable to regulate the behaviour of pupils when they are off the school site (which is particularly pertinent to regulating cyberbullying)".

³ Report to the Anti-Bullying Alliance by Goldsmiths School, University of London

For example, the school will intervene, and notify parents if it hears of:

- Cyberbullying via Social Networking Sites e.g. malicious messages on somebody's wall or profile, creation of a fake profile.
- Filming on mobile phones and passing on inappropriate material or joining in with this behaviour even if they were not the original author.
- Other cyberbullying or off-site bullying

To help prevent and reduce bullying off-site, the school will:

- Talk to the local community Police Officer
- Talk to the Headteachers of other schools whose children may be involved in bullying off the premises;
- Discuss coping and preventative strategies with parents, such as alternative travel arrangements
- Educate pupils about how to handle or avoid bullying outside the school premises, including cyberbullying and e-safety information
- Link with local service providers such as transport providers, the Early Intervention Service (Hubs) and youth groups to share knowledge and best practice

If the school is aware of a bullying incident outside school, staff will:

- Follow the attached checklist for dealing with an incident as far as possible, depending on the situation, including recording and reporting protocols, and contacting parents and carers.
- Provide support and advice to the person being bullied (if they are within our school)
- Support and work with the person bullying (if they are within our school)
- Investigate and consider the following actions with respect to the person bullying:
 - Confiscation of mobile phones and other items
 - The involvement of police or Anti-Social Behaviour Coordinator in the Local Authority in any form of on-going bullying, particularly when related to cyber-bullying. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.
- Inform any other relevant schools or agencies about the concerns and any actions taken
- If information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents and carers.
- If children are being bullied by pupils of another school the Head teacher of that school will be informed and invited to deal with the matter.

Discriminatory Language

Discriminatory language not only undermines confidence and self-esteem of individuals, but reflects negative attitudes towards a wider sub-community or group, and in some cases is illegal. A culture where discriminatory language goes unchallenged is likely to be a culture where bullying is more prevalent.

Discriminatory language of any kind is not acceptable and will be challenged, whether verbal, written (including graffiti) or electronic. Education about diversity will be delivered through the curriculum, displays, assemblies and tolerance will be modelled by all staff. In particular we will not accept any derogatory language that is:

- Sexual or sexist
- Relating to special educational needs, disabilities or health conditions

- Gender based
- Homophobic
- Transphobic
- Racist
- Relating to religion
- Classist
- Relating to a person's home circumstances

Discriminatory Language

Discriminatory language is sometimes used without thinking and in some schools is ignored by teachers and school staff because either they feel it is difficult to know how to respond or they believe the language is used without any discriminatory intent. At Northern House school we challenge all discriminatory language whenever it is used. When responding to discriminatory language, staff will:

- Tell the pupil that discriminatory language is not acceptable in school. Explain that such language is offensive.
- If pupils continue to use the language, explain in more detail the effect that discrimination and discriminatory language have on people and that like racist language, homophobic language will not be tolerated.
- If a pupil continues, remove the pupil from the classroom and talk to the pupil in more detail about his/her behaviour and why it's offensive.

If it still continues, involve senior leaders. The pupil should understand the sanctions that will apply if they continue to use discriminatory language. Alongside sanctions we may use a restorative approach to help repair the harm caused by the incident and help young people be aware of the impact of their actions. These sanctions may include:

- Removal from the group (in class)
 - Withdrawal of break
 - Acceptable language contract
 - Withholding participation in any school trip or sports events that are not an essential part of the curriculum
 - Official warning to cease
 - Exclusion from certain areas and activities
 - Confiscation of mobile phones, in line with our Acceptable Use (internet safety) policy
 - Network privileges withdrawn
 - Referral to Schools Police Liaison Officer
 - Fixed-term exclusion
 - Permanent exclusion
- If it continues, invite parents in to discuss the attitude of the pupil. For homophobic bullying, even if parents and pupils think gay people should be treated differently, this does not mean homophobic language or bullying is acceptable. We will take time to explain to parents why this policy is important as part of the anti-bullying policy of the school. We will explain that all pupils should be able to feel safe at school and reiterate that they have an obligation to help schools uphold policies.⁴

⁴ Adapted from: Stonewall, *Challenging Homophobic Language*, http://portal.oxfordshire.gov.uk/content/public/CYPF/anti_bullying/ab_week_2010/homophobia/Challenging_Homophobic_Language.pdf and from Safe to Learn, *Homophobic bullying* (DCSF 2007)

How bullying incidents will be dealt with

Bullying will be investigated and dealt with quickly, sensitively, fairly and firmly, using the annexed checklist. Students can report it to any member of staff, or can leave a phone message, email, note or using a confidential box to report it, in the knowledge that it will be taken seriously and dealt with effectively. If a member of staff feels that they are being bullied, they should report it to their line manager or the Headteacher. Bullying of staff will be dealt with in accordance with policy guidelines.

Strategies to support those bullied and bullying

The following strategies are in place to support students and staff who have been bullied:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Providing reassurance that the bullying will be addressed
- Offering continuous support such as therapy and training to develop self-esteem, assertiveness and confidence
- The use of specialist interventions and referrals to other agencies e.g. Therapist, educational psychologist, SAFE! Support for young people affected by crime, where appropriate
- A named person of the affected person's choice who can be 'instantly' available for one-to-one support within a confidential relationship
- The opportunity to meet with the person bullying for a restorative justice meeting if considered appropriate

The following strategies are in place to support and work with pupils who have been bullying:

- Discussing what happened with a member of staff, including an exploration of how and why the pupil became involved, and what they need to resolve the situation
- Providing reassurance that their needs will be addressed
- Offering continuous support such as therapy and training to develop self-esteem, empathy, assertiveness and confidence
- The use of specialist interventions and referrals to other agencies e.g. school therapist, educational psychologist, SAFE! Support for young people affected by crime, where appropriate
- A named person of the affected person's choice who can be 'instantly' available for one-to-one support within a confidential relationship
- The opportunity to meet with the person bullied for a restorative justice meeting if considered appropriate

In addition peer support schemes can be used to provide follow up support to either party, such as:

- Circle of Friends—this follows the work of Jane Turner (Buckinghamshire Educational Psychology Service). A small number of students volunteer to support and help an individual who is experiencing difficulties.
- Group work amongst peers, led by staff to tackle underlying issues

Preventative strategies

Monitoring and Review

The school regularly monitors levels of bullying through the following measures:

- Follow up after each incident to review effectiveness of response
- Undertaking annual questionnaires and surveys for the whole school community to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy;
- Systematic recording and review of incident forms to inform policy and procedures
- Daily checks of reporting facilities, and other ways of reporting

This policy is reviewed and updated in response to intelligence gathered in the above ways, for example to target measures towards particularly vulnerable groups.

Spotting bullying early

A child may indicate by signs or behaviour that he or she is being bullied. To those who know the child this may simply be a feeling that 'things aren't quite right'. Staff are trained to be aware of these possible signs and will investigate if a child:

- Doesn't want to go in their taxi
- Changes their usual routine
- Is unwilling to go to school
- 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
- 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 person who is bullying)
- Has unexplained cuts or bruises
- 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
- Becomes withdrawn and is reluctant to say why
- Reduces their educational attainment
- Perceives comments from others as hurtful
- Displays challenging behaviour, which could be the result of intimidation or enforced isolation from others

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

Education and information

Education and awareness-raising about diversity, discrimination and bullying is delivered through:

- The curriculum (Circle time, SEAL and PHSE, Citizenship lessons), where issues surrounding bullying and any ideas to make situations better can be discussed, for example exploring:
 - Diversity, tolerance and discrimination
 - Why do people bully each other?
 - What are the effects of bullying on the bullied, on bullies, and on bystanders?
 - What can we do to stop bullying?
 - How students can constructively to manage their relationships with others
- Assemblies where children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place.
- Making national anti-bullying week a high profile event each year;
- Drama—can be part of a Literacy lesson, with role play a powerful vehicle. to help children be more assertive and teach them strategies to help them deal with bullying situations;
- IT lessons covering e-safety and cyberbullying
- Adults model appropriate behaviour towards each other to students
- Weekly Newsletter – news and updates about bullying are mentioned periodically in the school newsletter to all families.
- This policy and the pupil-friendly version of it are displayed on an easily accessible board, and the parent/carer anti-bullying guide is provided to pupils, parents / carers and staff at the beginning of each year, are discussed in lessons, and are available on the website
- Involving the whole school community in writing and reviewing the policy;
- Prominently displaying anti bullying posters produced by the children around the school;

Other Prevention Strategies

- Pupils can request a bullying log
- Each class agreeing on their own set of class rules
- Use of confidential facilities where pupils can report their concerns
- Introducing playground improvements and initiatives
- Using praise and rewards to reinforce good behaviour and anti-bullying work by pupils, such as:
 - Certificates in Assembly
 - Letters home
- Encouraging the whole school community to model appropriate behaviour towards one another
- Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it
- Children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance
- Extra supervision available to reduce the risk of bullying incidents at particularly vulnerable times such as lunch and break times and the beginning and end of the school day; and in particularly vulnerable areas around school
- Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware
- The Student Council meets regularly and can represent students concerns and pass them onto the School Leadership Team.

- A Single Equality Scheme is in operation in the school, covering what is meant by racial, homophobic, disablist, classist, gender-based, sexual, transphobic, religious or other identity-based harassment. It states that such harassment will not be tolerated, and specifies how the school will respond to any such incidents
- Staff use restorative approaches to help resolve issues where appropriate
- All staff, including support and administrative staff are trained to deal with issues relating to bullying and violence.

Where Pupils and Parents and Carers can find more information

Pupils: A pupil friendly version of this policy can be found in the annexed and is available on an easily accessible display board, in classrooms, and on the school website. It will also be discussed with the School Council.

Parents and carers: This policy and the annexed Parent and Carer Anti-Bullying Guide is provided to each pupil's parent or carer at the start of each school year. Parents and carers can contact their child's class teacher if they suspect bullying is going on. If they are unhappy with the way it is dealt with, or wish to make a complaint, they can contact the Head teacher. Comments from parents and carers will be welcomed and it is expected that all parents and carers will support the school in maintaining these standards.

This anti-bullying policy is available on our school website, and parents, carers and students are notified of this at the start of each school year.



Checklist for Managing a Bullying Incident

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1	Pupil tells you that he/she is being bullying or an incident of bullying is observed.	
2	Record incident	
3	Inform Anti-bullying lead (Deputy Headteacher)	
4	Ensure that an appropriate adult meets with the target of the bullying. Follow interview guidelines and record conversation.	
5	Listen to other pupils who may have observed the incident. Follow interview guidelines and record conversation.	
6	Ensure that an appropriate adult meets with the pupil alleged to be responsible. Follow interview guidelines and record conversation.	
7	If there is any evidence or admission of bullying, issue appropriate sanctions following the Anti-bullying policy and Behaviour policy. Provide an opportunity for the pupil to reflect and if appropriate consider how they might make amends.	
8	Inform target of outcomes and action taken. Keep them informed throughout. Provide on-going support.	
9	Inform the pupil responsible of the outcomes and action taken. Keep them informed. Provide on-going support.	
10	Contact the parents or carers of the target of the bullying. Inform them of the incident and offer appropriate support. Keep them informed throughout.	
11	Contact the parents or carers of the pupil responsible for the bullying. Inform them of the incident and offer appropriate support. Keep them informed throughout.	
12	Where a criminal offense has been committed, consider reporting to the police or inform parents of the target that they may wish to do so.	
13	Consider what additional input is required in terms of: work with the class, assembly, individual or group work with pupils concerned, referral to external agencies as required.	
14	Monitor the situation and review with all parties to ensure the bullying has stopped.	
15	Review how successful your approach has been. What additional preventative measures need to be in place?	
16	If no bullying has taken place, or there is insufficient evidence, consider what further action is needed to reassure and meet the needs of those concerned.	

Guidelines for interviewing pupils regarding incidents of bullying

- Consider using a restorative approach to respond to the incident if staff have received appropriate training.
- Allocate sufficient time to listen.
- Take the incident seriously and reassure them.
- Take steps to make sure they feel safe (particularly target and others who may have observed the incident).
- Offer confidentiality (with usual safeguarding and child protection exceptions).
- Listen to the details of what has happened and record.
- Consult the target about how the incident should be dealt with as far as is appropriate.
- Consult the young person responsible about how they might make amends.
- Inform and consult parents or carers of both parties about the management of the incident.
- Keep everyone informed of the outcomes of action and discussions.

Importance of monitoring and review

- How effective was your response?
- Has the bullying stopped?
- Does the target feel safe?
- Did the behaviour of the child doing the bullying change?
- What did we learn?
- Are current systems for responding effective?
- Do we need additional preventative measures in place?