



# **NORTHERN HOUSE SCHOOL (SOLIHULL)**

# **ANTI-BULLYING POLICY**

## **Northern House School (Solihull)**

### **ANTI-BULLYING POLICY**

At Northern House School, it is recognised that bullying is an unpleasant and unacceptable feature of school life. The whole school staff, in conjunction with parents/guardians and the wider community are committed to reducing the number of incidents of bullying in school and associated problems out-with the immediate school environment. All staff meet regularly to discuss strategies for dealing with bullying.

#### **What is bullying?**

Bullying takes a variety of forms. It can be defined as repeated and systematic harassment or attack on others. It may be by individuals or groups. It can include many different behaviours such as:-

- Physical violence or attacks.
- Verbal taunts, name-calling, put-downs, ridicule.
- Threats and intimidation.
- Extortion or sealing of money / possessions.
- Damage of personal property.
- Exclusion from a particular group.

All of these may be minimised by the bullies, but cause real distress or upset for the victims. This can affect their learning and general well-being. Posters of bullying are displayed in the school, on the busses and in the community.

#### **What is the school doing to help?**

##### **In School**

- PSHE, ASDAN and Citizenship lessons help ease the transition process with one of the main focuses on 'anti-bullying'.
- All members of staff must adhere to a discipline Code of Conduct for pupils which ensures consistency of approach towards pupil behaviour across subject departments.
- Ground rules regarding acceptable pupil behaviour are re-enforced in PSHE, ASDAN and Citizenship classes.
- There are 'Anti-Bullying' inserts in all the PSHE programmes.
- Vulnerable pupils are identified and participate in group work, focusing on self-awareness.
- Individual work and group work takes place for pupils who have been bullies themselves, to look at their behaviour and its effects on others.
- School staff work closely with other agencies to tackle the problem of bullying.

# Anti-Bullying Policy

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## Outside the School

- Training for staff and outside agencies to further explore anti-bullying strategies is ongoing.
- Multi-Agency Awareness Raising events for parents take place.

## What happens in school if an incident of bullying occurs?

- It is vitally important that all pupils understand that they must report incidents of bullying to someone, so that the incident can be dealt with. This should apply not only if they themselves are the victims, but also if someone else is being affected. Bullying must not be tolerated!
- Every incident reported will be dealt with, as deemed appropriate.
- **Bullying incidents are recorded and the Area Education Office is notified.**
- In the case of an assault the Policy will be involved and this may result in the pupil receiving a police warning or even being charged.