NORTH HEATH C.P. SCHOOL
ANTI – BULLYING POLICY

North Heath School is committed to providing a safe and happy environment, wherein all pupils and staff can work together to learn and succeed. Everyone has the right to be treated with kindness and respect and to be properly supported if they are not. Bullying of any kind is deemed unacceptable and, in accordance with the Behaviour for Learning Policy, action will be taken to prevent and respond to bullying.

AIMS

- To ensure that the school community (pupils, parents, teaching and non-teaching staff and governors) have an understanding of what bullying is, know what the school policy is on bullying, and what to do if it occurs
- To build understanding and discussion of anti-bullying and related topics into the curriculum and PSHCE
- To promote our school values of co-operation, respect and inclusion
- To develop pupils' social and emotional skills that underpin effective learning and positive behaviour

WHAT IS BULLYING?

Bullying is defined as the repetitive, intentional harming of 1 person or group by another person or group, where the relationship involves a real or perceived imbalance of power.

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 (listed below), and is often motivated by prejudice, 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 (DfE: July 2017*)*

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

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Bullying can include:

Type of bullying	Definition / Possible behaviours
Emotional / Social	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory Eg racial, faith-based, gendered, homophobic, transphobic, disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, sharing of nude or semi-nude images and/or videos (including pseudo-images, which are computer-generated images that otherwise appear to be a photograph or video), or inappropriate touching
Direct or **indirect verbal**	Name-calling, sarcasm, spreading rumours, teasing, humiliation
Cyber-bullying	Bullying or intimidation that takes place online, such as through social networking sites, messaging apps, gaming sites, devices or via images, audio, video, or written content generated by artificial intelligence (AI)

Cyberbullying

Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content. Cyberbullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others.

Cyberbullying can involve social media / networking sites, emails and mobile phones. It can take place across age groups (adults can be targeted) and it can draw bystanders into being accessories. It includes: threats and intimidation, harassment /cyberstalking, vilification/defamation, exclusion, impersonation, and unauthorised publication of private information or images.

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SIGNS OF BULLYING

- Unwillingness to come to school
- Displays of excessive anxiety, becoming withdrawn or unusually quiet
- Deteriorating school work, or work that appears to have been interfered with
- Belongings that are damaged or go missing
- Change to established habits or routines
- Diminished levels of self-confidence
- Frequent claims of illness
- Unexplained cuts and bruises
- Erratic attendance or punctuality
- Choosing the company of adults
- Displaying repressed body language and poor eye contact
- Difficulty in sleeping, experiencing nightmares etc.
- Becoming aggressive or disruptive
- Talking of suicide or running away

PREVENTION

North Heath School aims to create an environment that prevents bullying through an ethos of good behaviour where pupils treat one another and the school staff with respect. As stated, the school aims to build understanding and discussion of anti-bullying and related topics into the curriculum, and to develop pupils' social and emotional skills that underpin effective learning and positive behaviour. Pupils are encouraged to: be polite yet assertive; play fairly at all times; tell a trusted adult if something makes them feel uncomfortable or worried.

School staff will also be vigilant, and proactively gather intelligence about issues between pupils which might provoke conflict, and talk to pupils about issues of difference, through lessons, events and assemblies.

ACTION AGAINST BULLYING

Pupils and parents are encouraged to report an allegation of bullying immediately. Any reports of bullying will be taken seriously and actions taken. In accordance with the Behaviour for Learning policy, all reports will be followed up:

- After the first known incident, the 'bully' and 'bullied' will be spoken to by the class teacher / SMT
- Details and actions will be recorded in writing and passed to the headteacher within 24 hours of any allegation (see appendix 1: Behaviour Incident Proforma / appendix 2: Racist Incident Proforma)

- All parents will be informed that an incident has occurred which will be further investigated
- Further investigation will be carried out by SMT and recorded as appropriate, including statements of witnesses if appropriate
- School procedures and sanctions will be applied as outlined in the Behaviour for Learning Policy
- The class teacher / SMT will continue to inform all parents of the investigation and outcomes (but not necessarily what sanctions have been imposed) and parental response statements will be recorded
- The parents of the 'bully' will be informed of the sanctions, and parental response statements will be recorded
- If deemed necessary, records of the incident/s will be copied to parents
- Records of bullying behaviour incidents are kept by the headteacher who is responsible for updating the incident summary for Governors

Monitoring will then take place. If the incidents continue, the headteacher/SMT will be made aware immediately, and an action plan will be implemented as appropriate. Additional support may form an important part of any bullying case, both for the 'bully' and the 'bullied' (e.g. learning mentor, external agency support).

In line with Keeping Children Safe in Education 2015, a bullying incident should be addressed as a child protection concern where a child is suffering, or is likely to suffer, significant harm. With a verbatim record of the child's words, the incident should be immediately raised with the Designated Person for Child Protection (headteacher) and action taken.

ADVICE ON BULLYING

Adults	Pupils
• Take a stand against bullying and do not allow it anywhere • Encourage children to tell a trusted adult • Be supportive • Help pupils to change their behaviour • Find out the facts when told about an incident of bullying • Listen carefully and record all incidents • Question, but do not ask leading questions • Meet pupils involved separately	• Tell an adult you trust • If possible, avoid being alone • Try to be assertive • Tell yourself that you don't deserve to be bullied • Get your friends together and say no to the 'bully' • If you are in danger, get away • Fighting back may make it worse

To counter cyber bullying, students must be made aware that:

- They must never share their password or personal information with anyone
- They must not send pictures of others electronically
- They must not take pictures or video of another student or member of staff, without permission

The Education Act 2011 provides that when an electronic device has been seized by a member of staff who has been formally authorised by the headteacher, that staff member can examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.

COMPLAINTS

Should any parents have complaints about the procedures used in school or the outcome of the investigation, they should follow the complaints procedure, which is outlined on the school website.

** Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies*

https://www.gov.uk/government/publications/preventing-and-tackling-bullying

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Appendix 1: BEHAVIOUR INCIDENT PROFORMA

Date_____ Time_____

Name of person /s	Class	SEN

Nature of Incident (Continue overleaf if necessary)

Immediate Action Taken

Referred to

Follow-up action

Parent/s/Carer/s notified Y/N Signed

Parental satisfaction comment:

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Appendix 2: RACIST INCIDENT PROFORMA

Details of Perpetrator (s)				
Name/s	**Gender**	**Class**	**Ethnicity**	**SEN**

Details of Victim(s)				
Name/s	**Gender**	**Class**	**Ethnicity**	**SEN**

Date:

Nature and location of Incident (continue overleaf if necessary):

Action:

Referred to:

Follow up Action:

Parent to be Informed **Y/N**

Date

Excluded **Y/N**

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Signed: **Name:**