



Anti-Bullying Policy

December 2018

Introduction

Newton Hill Community School is committed to providing a caring, friendly and safe environment for everyone so that everyone can learn in a relaxed and secure atmosphere.

The school has five Golden Rules. We will always:

- We always keep everyone included;
- We always keep everyone safe;
- We always keep everyone learning;
- We always try our best;
- We are always honest.

Bullying of any kind is unacceptable at our school. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly, severely and effectively. All incidences are brought to the attention of the Headteacher/Deputy Headteacher and learning mentor. All incidences/reports of bullying are recorded and monitored on CPOMS. Parents, children and staff are clear about the schools definition of bullying.

We are an anti-bullying school. This means that anyone who knows that bullying is happening will inform members of staff who will pass to the SLT. 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.” Assemblies are held to clarify this definition - 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 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, abuse and threats. Ridiculing an individual.

- Cyber - all areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities.

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 other children need to learn different ways of behaving. The reasons for the person bullying others will also be explored.

Objectives of this Policy

- All governors, staff, students and parents should have an understanding of what bullying is.
- All governors and 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 CPOMS any forms of bullying - cyber, disability, prejudicial, racial, sexual bullying.
- 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.

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 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.

Procedures

1. Report bullying incidents to staff who will then pass to the SLT/Learning mentor.
2. All reports of bullying will be recorded by staff on CPOMS and investigated.
3. In particular cases parents will be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, the police will be consulted.
5. 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. Other consequences such as those in our behaviour policy may take place.
- Monitoring by all staff.
- Use of a behaviour contract/agreement.
- Liaison with parent/carer/social worker.
- In serious cases, suspension or even exclusion will be considered.
- If possible, the students will be reconciled.

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