



New Haw Community School



ANTI-BULLYING POLICY



Introduction

At New Haw Community School we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential.

We would expect pupils to feel safe in school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe.

Policy Development

This policy was formulated in consultation with the whole school community. Pupils contributed to the development of the policy through the school council, circle time discussions, etc.

There is a pupil friendly version of this policy which is displayed around the school.

Roles and Responsibilities

The Head Teacher has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing Anti-bullying coordinators who will have general responsibility for handling the implementation of this policy.

The anti-bullying co-ordinators in our school are the **Deputy Headteacher** and **Assistant Headteacher**.

Their responsibilities are:

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Anti-bullying is Mrs Joan Read. All staff at this school have a responsibility to model respectful behaviours both towards pupils and towards other adults.

Definition of Bullying

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

Safe to Learn: embedding anti bullying work in schools (2007).

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e-mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

How are children and young people bullied?

Specific types of bullying include:

- physical bullying
- direct verbal bullying

- relational bullying
- cyber-bullying
- bullying related to special educational needs or disabilities
- sexist/transgender/homophobic bullying
- bullying related to race, religion or culture
- bullying of young carers or looked-after children or otherwise related home circumstances

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

Reporting and Responding to Bullying

Our school has clear systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

All reported incidents will be taken seriously and investigated involving all parties.

When an incident of bullying is reported, the school will:

- Interview all parties
- Where appropriate, inform parents
- Decide on whether to put in a suitable intervention such as a solution focused approach, restorative approach, buddy system, time to talk, circle of friends, individual work with the victim or a referral to outside agencies if appropriate
- Refer to Behaviour Policy and school sanctions and how these may be applied including what actions may be taken if bullying persists
- Follow up, especially keeping in touch with the person who reported the situation, parents/carers
- Support the victim and the bully.

Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be notified to and held by the Anti-bullying coordinator.

The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy.

This information will be presented to the governors in an anonymous format at the termly Children & Learning committee meetings.

The policy will be reviewed and updated annually.

Strategies for Preventing Bullying

As part of our on-going commitment to the safety and welfare of our pupils we at New Haw Community School have developed the following strategies to promote positive behaviour and discourage bullying behaviour:

- Restorative Approaches
- Involvement in SEAL including Anti-bullying Unit.
- Involvement in Healthy Schools
- Anti-Bullying week
- PSHE/citizenship
- Specific curriculum input on areas of concern such as Cyberbullying and internet safety
- School Council
- PIPs/extended schools
- HSLW support
- Friendly Group – social and emotional support encouraging friendships
- Parent information events/information
- Staff training and development for all staff
- Counselling for specific pupils
- Links with Behaviour Support Service, TAMHS and CAMHS

Links with other policies

Behaviour Policy

Safeguarding & Child Protection Policy

Acceptable Use Policy - Cyberbullying and internet safety

Equal Opportunities Policy PSHE and Citizenship Policy

Complaints policy

Confidentiality Policy

Policy Reviewed:	February 2019
Next Review:	Spring Term 2020