



## Anti-bullying Policy

<b>Date created</b>	September 2017
<b>Prepared by</b>	J Hinchliffe
<b>Ratified by</b>	Chair of Governors
<b>Review date</b>	September 2020



## Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. A classroom poster to raise the awareness of bullying is displayed in every classroom - see Appendix 1.

We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. Students know who the key staff are to approach for support – this can include Form Tutors or Heads of Year. Ultimately, any member of staff is on hand to talk to. There is also a student voice box on the student support desk in reception where anti-bullying slips can be filled in and posted.

In September 2017, we introduced our school vision, mission and values. This will be embedded across the school through various initiatives and we expect all our students to adhere to this.

# OUR CULTURE AND VALUES

### At Newsome High School we all live by our values:

<b>Respect</b>	<b>Integrity</b>	<b>Teamwork</b>	<b>Aspiration</b>
Recognise, understand and celebrate differences.	Truth & honesty in all we do in and out of the school.	Work together effectively and efficiently.	Be the best you can be.
<ul style="list-style-type: none"> <li>We treat others as we would like to be treated.</li> <li>We appreciate each other's individuality and needs.</li> <li>We sustain a tidy, well-kept and purposeful environment.</li> </ul> <p><b>Tolerance and Mutual Respect are intrinsic British Values.</b></p>	<ul style="list-style-type: none"> <li>We have the morals and courage to do and say the right thing in a respectful way.</li> <li>We are fair, sincere and honest.</li> <li>We understand the rules and meet the expectations of our learning community.</li> </ul> <p><b>Our Behaviour Rules and the high expectations we set reflect the standards and laws of our British society.</b></p>	<ul style="list-style-type: none"> <li>We value everyone's contribution to school life.</li> <li>We listen with empathy in order to understand.</li> <li>We collaborate, share, encourage and develop ideas to make us stronger.</li> </ul> <p><b>By listening to the ideas of others in order to understand and live by a democratic process we are upholding the important British Value of Democracy.</b></p>	<ul style="list-style-type: none"> <li>We set, and strive to meet, our high expectations.</li> <li>We celebrate every step of our progress to our goals.</li> <li>We take pride in ourselves and what we do.</li> </ul> <p><b>Liberty is a fundamental British Value, which we fulfil by exercising ours in a responsible and productive way.</b></p>



## What Is Bullying?

Bullying is unwanted, aggressive behaviour among school aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally, and excluding someone from a group on purpose.

**Repetition: Bullying behaviours happen more than once or have the potential to happen more than once.**

**Bullying can be:**

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial 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
- 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. Students who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

## Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and support staff should know what the school policy is on bullying, and follow it when bullying are reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.



## Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stuttering
- 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 in 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 dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (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

## Vulnerable Groups

While we acknowledge that all students can be a victim of bullying, the following groups of students are often more vulnerable:

- SEND
- Looked after children
- Children and young people in need of protection
- Gifted and talented
- Children and young people from an Ethnic minority group
- Gypsy/Roma/Traveller
- Young carers
- Children and young people at risk of exclusion



- Lesbian, gay, bisexual, transgender ( LGBT)
- Pregnant school girls/young parents
- Children missing in education
- Children and young people at risk of offending
- Children and young people at risk of radicalisation

## Students with Special Educational Needs and Disabilities (SEND)

**Students with Special Educational Needs and disabilities (SEND) are particularly vulnerable to being bullied because of:**

- Negative perceptions of difference
- Greater difficulty in resisting bullies because of SEND
- Difficulty in understanding what constitutes being bullied
- Increased isolation because of SEND
  
- Problems reporting that they are being bullied (perhaps as a result of weak literacy skills or poor speech and language skills)
- Poor memory of incident at a later date

## Procedures

1. Report bullying incidents to staff.
2. In cases of serious bullying, the incidents will be recorded by staff and if appropriate, the police informed.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The 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.
7. Use of Restorative Justice Practices to discuss issues and plan for an improved outcome. This will be usually achieved with a meeting with the Head of Year and the people involved.

## Restorative Justice

- When a Bullying incident is reported, the year team will investigate by interviewing all students and staff involved. The incident will be recorded using our electronic behaviour monitoring system. Parents will be informed.
- Restorative Justice Practices are used by trained staff to let students and others involved express their opinions and emotions. Everybody involved in the meeting has an opportunity to comment.
- The meeting will take place in a suitable private and confidential area such as the Conference Room.
- The intention is for the student who has caused a problem to apologise to the victim. The preferred outcome is that the victim accepts the apology.
- It may be decided to sanction the student by isolation or exclusion.
- The key member of staff trained on Restorative Justice is Mr Hinchliffe.

## Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.



2. In serious cases, isolation or even exclusion will be considered.
3. If possible, the students will be reconciled.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## Prevention

We will use a variety of methods for helping children to prevent bullying. As and when appropriate, these may include:

- Collective whole-school Bullying Charter signed.
- Dedicated lessons delivered in Enrichment Time (Form Time).
- Clear school rules.
- Behaviour contracts.
- Reading stories about bullying or having them read to a class or assembly.
- Discussions about bullying and why it matters
- Anti bullying week.
- Bullying presentations/drama.
- Anger management via school nurse.
- Safe zones and clubs for vulnerable children.

## HELP ORGANISATIONS:

### Victim Support - Kirklees

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
Debbie Farmer (School Nurse)	07870274415

[www.stopbullying.gov](http://www.stopbullying.gov)

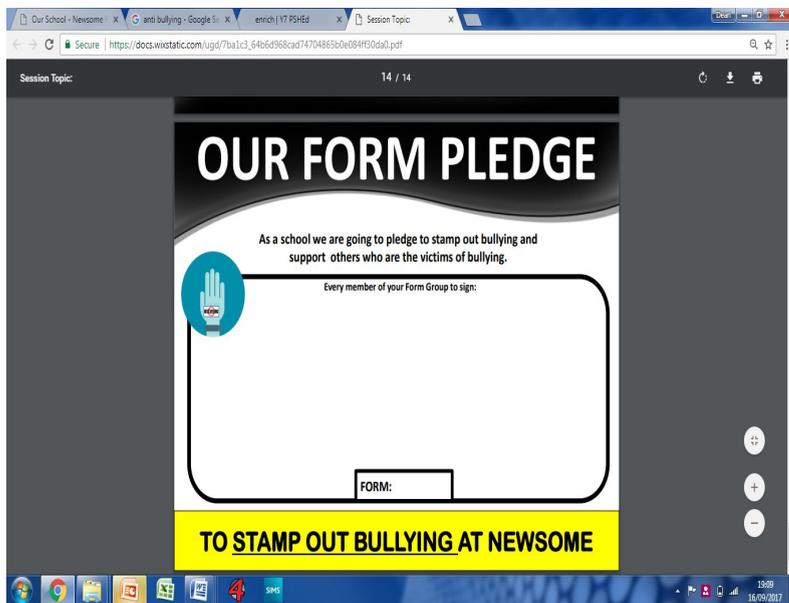


### Appendix 1

Our whole-school annual pledge.



All students sign up to this pledge and it is displayed in Team Rooms.





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All students have the opportunity to fill out an Ad Hoc Anti-bullying form at any point throughout the year. The forms are located in key areas of the school including; Team rooms, Main Office, Pastoral offices and SLT.

AD Hoc Green Anti-Bullying Form

SECTION 1

Name: ..... Form: .....

SECTION 2

Please put an X in the relevant box

Location

In School	Out of school	Both

To/from school	Playground/Outside/Corridor	Various subjects	Other (please specify)

Other:.....

Please put an X in the relevant box

Type of incident

Physical	Verbal	Indirect	Cyber	Racist	Religious	Homophobic	Sexual	Sexist	Disability

SECTION 3

Date of incident: ...../...../.....

Please give brief details of the incident including the perpetrator (person doing it):

.....

.....

.....

Signature: .....

Thank You for Reporting this we are here to help and support you!

PLEASE NOTE - BULLYING CAN ALSO BE REPORTED TO FORM TUTORS/TEACHERS/PASTORAL/ANY ADULT AT ANY TIME. We also have the TALK BOX next to the Main Office and our Anti-Bullying Pledge





All students MUST fill out a half termly Anti-Bullying form. The first question asks if the student is being bullied Yes or No. If No they sign and date. If Yes they supply further information so staff can intervene and put a stop to any further issues.

Half Termly Purple Anti-Bullying Form

SECTION 1

Name: ..... Form: .....

Are you being bullied?

Yes	No
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(Please Circle)

If no please date and sign below. If yes please move to SECTION 2

Date: .....

Signature: .....

SECTION 2

Please put an X in the relevant box

Location		
In School	Out of school	Both

To/from school	Playground/Outside/Corridor	Various subjects	Other (please specify)

Other: .....

Please put an X in the relevant box

Type of incident									
Physical	Verbal	Indirect	Cyber	Racist	Religious	Homophobic	Sexual	Sexist	Disability

SECTION 3

Date of incident: ...../...../.....

Please give brief details of the incident including the perpetrator (person doing it):

.....

.....

.....

Signature: .....

Thank You for Reporting this we are here to help and support you!

PLEASE NOTE - BULLYING CAN ALSO BE REPORTED TO FORM TUTORS/TEACHERS/PASTORAL/ANY ADULT AT ANY TIME. We also have the TALK BOX next to the Main Office and our Anti-Bullying Pledge



Both Forms are tracked and evidenced on the school system. Students are also invited to sign to say when they feel the issues have been resolved.