

## Anti-bullying and Hurtful Behaviour Policy

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<b>June 2018</b>	<p>Version 1.1 KF          Changes:          Page 4; added 'All instances of suspected bullying should be recorded on the Behaviour Log (and incident form for longer notes)'</p>
<b>September 2019</b>	<p>Version 1.2 BH          Changes:          Page 2; added bullet point to include Cyberbullying as a form of bullying.          Page 3; whom to report incidents to, mainly change in job titles.          Page 3 &amp; 4; information on Cyberbullying, introduction and then 'How will cyberbullying be managed', 'In the event of cyberbullying' &amp; 'Sanctions for those involved in cyberbullying' which have been copied from the E-safety policy.</p>

At Nadeen School, we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. Therefore, Nadeen School is committed to providing a caring, friendly, safe and secure environment for all our children so they can learn in a relaxed and secure atmosphere, without anxiety. It is made clear that bullying is a form of anti-social behaviour and bullying in any form is unacceptable at Nadeen School.

We do all we can to prevent bullying, by developing a school ethos in which bullying is regarded as unacceptable and good behaviour is promoted. Due to the school's positive ethos, cases of bullying are extremely rare. However, in order to nurture our students, we equally take cases of hurtful behaviour seriously even though there may be no bullying intent. For this reason, we have an intensive anti-bullying policy in place which also applies to cases of hurtful behaviour.

### Definition of 'Hurtful Behaviour'

We recognise that hurtful behaviour is not as severe as bullying, but still has a negative impact on the child to whom it is being directed. Hurtful behaviour also shows a lack of respect which is contradictory to the school's ethos. Below is our anti-bullying policy which we adjust and modify accordingly for hurtful behaviour incidents.

### How do we maintain our successful no bullying policy?

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the minimisation of bullying in our school. If bullying does occur, all pupils should be able to tell any member of staff and know that incidents will be dealt with promptly and effectively. We are a TELLING School. This means that anyone who knows that bullying or hurtful behaviour is happening are expected to tell the staff. All adult members of our school community are vigilant in order to recognise where

bullying is taking place, and to deal with it thoroughly and with sensitivity.

### **What is Bullying?**

Bullying can be described as being a deliberate, ongoing act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can occur through several types of anti-social behaviour. It can be:

- Physical: A child can be physically punched, kicked, hit, spat at, etc.
- Verbal: This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- Exclusion: A child can be bullied simply by being excluded from discussions/activities.
- Damage to Property or Theft: Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand over property to them.
- Cyber: Misuse of digital technologies or communications to bully a person or group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.

Bullying is not tolerated, and all accusations are to be taken seriously and dealt with immediately and with sensitivity.

### **Why is it important to respond to bullying?**

Everybody has the right to be treated with respect. Bullying children need to learn different ways of behaving. The school has a responsibility to respond promptly and effectively to issues of bullying and hurtful behaviour.

### **Aims and Objectives of this Policy:**

- For all staff to know what the school policy is on bullying and follow it when bullying is reported.
- To create and maintain a non-violent and non-threatening atmosphere by using educational opportunities that arise during PSHE lessons, English lessons, Drama lessons, circle time, the involvement of guest speakers and assemblies to teach positive behaviour.
- To raise awareness of staff through staff meetings and taking a vigilant nature to reduce the risk of bullying and hurtful behaviour at times and in places where it is most likely e.g. the playground.
- To increase the sensitivity of the school community to incidents of bullying.
- To provide support and help for victims of bullies and for bullies themselves and in extreme cases, counselling.
- To make the whole school aware that bullying and hurtful behaviour will not be tolerated.

### **What Can Children Do If They Are Being Bullied?**

Assemblies and class discussions are regularly held to discuss our intolerance of hurtful behaviour and bullying and to reinforce the following strategies with the students:

- Remind them that their silence is the bully's greatest weapon.
- To tell themselves that they do not deserve to be bullied and that it is wrong.
- That fighting back may make things worse.
- That it is best to tell an adult they trust straight away - they will get immediate support.
- That teachers will take them seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for them.

## **What do we do if we know someone is being bullied?**

### **Outcomes:**

Members of staff to whom disclosures are made should initiate the following procedures themselves and/or consult with the relevant staff as appropriate:

- All disclosures, whether from a pupil, a parent or a member of staff, should be taken seriously and treated with sensitivity.
- Parents will always be informed if their child has been found to be either a victim or a perpetrator of a bullying incident. All instances of suspected bullying should be recorded on the Behaviour Log (and incident form for longer notes) and reported to Phase Leaders. The Deputy Headteachers, as the Unique Child pastoral leaders, and Head teacher should also be informed.
- Victims, alleged bullies and witnesses should be interviewed separately, and their accounts of the incident are to be written down on the incident sheet.
- In the course of this procedure, enquiries should be made to ascertain whether the alleged bully has been involved in similar incidents involving this or other pupils, thus enabling patterns of behaviour to be established.
- Serious cases will be discussed with the Head teacher. After consultation, the Senior Leadership Team will determine which level of the school sanctions is most appropriate to deal with the incident.

### **Action should then be taken with regard to each of the following:**

- If possible, the pupils 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.
- The bully (or bullies) will be asked to apologise. Sanctions and support for the bully will be given in accordance with the behaviour management policy.
- Informing the parent of the victim and the bully.
- Formally recording the incident on the student(s) files.
- Giving general information to all staff, through close liaison and staff meetings. Giving relevant feedback and reminders about appropriate behaviour to students.
- In serious cases, suspension will be considered.

### **Cyberbullying**

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyberbullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessible as people forward on content at a click.

### **How will Cyberbullying be managed?**

Cyberbullying can be defined as 'The use of Information Communication Technology, particularly mobile phones and the internet, to deliberately hurt or upset someone.'

Many young people and adults find that using the internet and mobile phones is a positive and creative part of their everyday life. Unfortunately, technologies can also be used negatively. When children are the target of bullying via mobile phones, gaming or the Internet, they can often feel very alone, particularly if the adults around them do not understand cyberbullying and its effects. A once previously safe and enjoyable environment or activity can become threatening, harmful and a source of anxiety. It is essential that young people, school staff and parents and carers

understand how cyberbullying is different from other forms of bullying, how it can affect people and how to respond and combat misuse. Promoting a culture of confident users will support innovation and safety.

**In the event of cyberbullying:**

- Pupils, staff and parents/carers will be advised to keep a record of the bullying as evidence.
- The school will take steps to identify the bully, where possible and appropriate. This may include identifying and interviewing possible witnesses, and contacting the parents
- Pupils, staff and parents/carers will be required to work with the school to support the approach to cyberbullying and the school's e-Safety ethos.

**Sanctions for those involved in cyberbullying may include:**

- The bully will be asked to remove any material deemed to be inappropriate or a service provider may be contacted to remove content if the bully refuses or is unable to delete content.
- Internet access may be suspended at school for the user for a period of time. Other sanctions for pupils and staff may also be used in accordance to the schools anti-bullying and behaviour policy.
- Parent/carers of pupils will be informed.
- If the offence takes place off the school site and out of school hours, but is brought to the attention of the school, all children and families involved will be contacted for discussion.