



Policy reviewed, updated and ratified by the GB:	July 22
Date of next review:	July 23

Anti-Bullying Policy

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1. STATEMENT OF INTENT

1.1 Everyone at Northwood School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve their potential. Bullying of any sort prevents this from happening and obstructs equality of opportunity. Bullying of any kind is unacceptable at Northwood School. It is everyone's responsibility to banish bullying and this policy contains guidelines for doing so. Our key aim is to prevent bullying by being proactive in our response to staff and student concerns.

1.2 Where bullying exists the victims must feel confident to activate Northwood's anti-bullying systems. We aim to challenge attitudes about bullying behaviour, increase understanding for bullied students and help build an anti-bullying ethos in the school. We are a 'TELLING' school. This means that anyone who knows or suspects that bullying is happening, is encouraged to tell a member of staff.

1.3 The new technologies such as mobile phones, the Internet and social media to intimidate others is an increasing national trend. Bullying by text, e-mail, phone call or social media often leave no physical scars but can be highly intrusive and harmful and can affect a child into adult-hood. The school will enforce strictly its policies with regard to use of mobile phones and the internet and will continue to monitor all e-communications used on the school site.

1.4 This document outlines how we make this possible at Northwood School.

2. 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 non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported or suspected.
- 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.

3. 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 an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time

- Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • 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, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

4. Reporting bullying

- Information for students, parents and staff about how to respond to bullying
- Annual student survey

All concerns about bullying will be taken seriously and investigated thoroughly. Students who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absence or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All school staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy. Students who are bullying others also need support to help them understand and change their behaviour. Students who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe, confidential way. All students will be encouraged to report bullying. If you are being bullied it is not your fault – you should report it by:

- Talking to a member of staff of your choice. All students are aware that their Form Tutor, Head of Year are there to support their welfare at school.

- Contacting local and national support agencies for advice/support. Information about these agencies can be found at the end of this policy. They are also displayed on posters around the school.
- A member of staff, who believes that he or she is being bullied or harassed, is encouraged to report it to a colleague of their choice.
- Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with the bully or their families can lead to problems escalating.

The yearly survey for students, alongside the parent and staff surveys completed at parents' evenings allow the school to compile data of bullying concerns and take appropriate action.

5. Responding to bullying

We ensure action is taken in terms of the student(s) being bullied receiving support; the student(s) carrying out the bullying will receive a sanction. We look at varying levels of bullying. We consider these factors when deciding upon a sanction.

5.1 Students who have been bullied will be supported by:

- Reassuring the student and providing continuous support.
- Offering the student an immediate opportunity to discuss the experience with their Tutor, Head of Year Manager, the Designated Safeguarding Lead, or a member of staff of their choice.
- Advising the student to keep a record of the bullying, which the school will then record on Behaviour Watch as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers and restorative justice practices, as appropriate.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

5.2 Students who have perpetrated the bullying will be helped by:

- Recognising that they could be a victim of bullying too
- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to the service provider.
- Arranging (in line with the wishes of the student who has been bullied) for restorative justice meetings to take place.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.

- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children’s Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

5.3 Supporting adults

Our school takes measures to prevent and tackle bullying among students; however, it is equally important to recognise that bullying of staff and parents, whether by students, parents or other staff members, is unacceptable.

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the Designated Safeguarding Lead, a senior member of staff and/or the Headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the school’s Behaviour Policy and staff Code of Conduct policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults (staff and parents) who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the Headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school’s official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

6. MONITORING AND EVALUATION

Northwood School reviews this policy annually and assesses its implementation and effectiveness. This policy is to be promoted and implemented throughout the school. The school also analyses student questionnaires and uses this data to inform future practice and policy.

This Policy links to the following Policies and Statements:

- Child Protection and Safeguarding Policy
- The Whistleblowing Policy
- Prevent Strategy
- Accessibility Plan

- Equalities Statement & Objectives
- E-Safety Policy
- Behaviour Policy

Useful links and supporting organisations you can contact to help with bullying

Specific guidance is available for school leaders regarding dealing with complaints made on social networking sites by parents/carers: www.kelsi.org.uk/child-protection-and-safeguarding/e-safety

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools
SEND

Changing Faces: www.changingfaces.org.uk Mencap: www.mencap.org.uk

Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: [www.cafamily.org.uk/media/750755/cyberbullying_and_send - module final.pdf](http://www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf)

DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Online bullying

Childnet International: www.childnet.com

Digizen: www.digizen.org

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

The UK Council for Child Internet Safety (UKCCIS)
www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

Race, religion and nationality

Anne Frank Trust: www.annefrank.org.uk Kick it

Out: www.kickitout.org

Report it: www.report-it.org.uk Stop

Hate: www.stophateuk.org

Tell Mama: www.tellmamauk.org

Educate against Hate: www.educateagainsthate.com/ Show

Racism the Red Card: www.srtrc.org/educational

LGBTQ+

Barnardos LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm

Metro Charity: www.metrocentreonline.org

EACH: www.eachaction.org.uk Proud Trust:

www.theproudtrust.org Schools Out:

www.schools-out.org.uk Stonewall:

www.stonewall.org.uk

Sexual harassment and sexual bullying

Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk A

Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf

Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters

Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-Information/all-about-bullying/sexual-and-gender-related