



Anti-Bullying Policy

Policy reviewed, updated and ratified by the GB:	January 2024
Date of next review:	January 2025

Anti-Bullying Policy

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.
- 1.2 Our key aim is to prevent bullying by being proactive in our response to staff and student concerns.
- 1.3 Where bullying exists, the victims must be supported to 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.
- 1.4 The use of 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 leaves no physical scars but can be highly intrusive and harmful and can affect a child into adult-hood. The school strictly enforces its policies with regard to use of mobile phones, the use of social media and the internet and will continue to monitor communications made via the school wi-fi networks used on the school site. The school monitors these communications as closely as possible using the LGFL filtering system.
- 1.5 This document outlines how we make this possible at Northwood School.

2. OBJECTIVES OF THIS POLICY

- All governors, teaching and support 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 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 'behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally, often aimed at certain groups, for example because of disability, race, religion, gender, transgender or sexual orientation' (DfE).

The school acknowledges that in addition to the above DfE definition, bullying also results in 'deliberate social exclusion' to the individual who is being bullied.

It takes many forms and can include:

- physical assault
- intimidation
- teasing
- making threats
- name calling
- deliberate social exclusion
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

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/Sexual Harassment	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. PROCEDURES FOR REPORTING BULLYING

All students are encouraged to feel that it is right to tell someone if they are being bullied or if they think someone else is being bullied. Incidents of bullying will be dealt with quickly and appropriately.

All concerns about bullying will be taken seriously and investigated thoroughly. Students who are being bullied may not feel confident enough to report it. However, there may be changes in their behaviour, such as:

- becoming shy and nervous
- feigning illness
- taking unusual absences or clinging to adults.
- changes in work patterns
- lacking concentration
- 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.

Advice to students

If you are being bullied it is not your fault. You should report it by:

- Advising a member of staff of your choice
- **Form Tutors, Head of Years and all other members of staff** are there to support your welfare at school. Staff will report any incidents which they are alerted to on CPOMS.
- You can report bullying using the school's online bullying form on our school website: www.northwood-school.org.uk/pastoral/report-a-bullying-concern
- You can contact 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.

Advice to parents / carers

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. Parents are also able to report their concerns in a variety of ways including the online form on the Northwood School website.

If the incident is related to child-on-child abuse/sexual harassment all procedures will be followed in accordance with the QED Safeguarding and Child Protection Policy as well as KCSIE 2023/4.

If the incident is related to an outside school situation, the school will work closely with the family and if required will involve the 'Safer Schools Police Officer' to provide support and guidance. Also, if required, the school will advise parents/carers to report an incident to the Police.

If the outside bullying impacts behaviour inside school, we will follow our behaviour policy and investigate and action accordingly.

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 as well as receiving a sanction, will be supported to change their behaviour.

We look at varying levels of bullying. We consider all 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, the Designated Safeguarding Lead/Deputy Designated Safeguarding Lead(s), 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/CPOMS as evidence and discuss how to respond to concerns.
- 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 behaviour and actions of the child.
- Providing appropriate education and support regarding their behaviour and 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.

Responding to bullying

The school closely follows its published behaviour policy; sanctions may include warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns) and fixed-term or permanent exclusions. On some occasions there might be referrals to external agencies for support including the school's nominated Safer Schools Police Officer. As mentioned above, bullies as well as being sanctioned will be supported to change their behaviour.

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. The Grievance Policy advises the process which is to be followed in these situations.

A member of staff, who believes that they are being bullied or harassed, is encouraged to report it to a colleague of their choice or the Headteacher.

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 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.
- Instigating disciplinary, civil or legal action as appropriate or required.

If abuse/bullying is online, staff member can request the content be removed (via school procedure)

6. TRAINING

- All staff are provided with training through the following methods:
 - Regular training and updates on the school's behaviour policy.
 - Safeguarding training (and updates) related to bullying and the various types associated with it (incorporating case-studies).
 - Training on the use of behaviourwatch and CPOMS.
 - Information on how students can report using the on-line reporting tool on the school's website.

7. MONITORING AND EVALUATION

Regular surveys for students and parents allow the school to compile data of bullying concerns and take appropriate action. Information is also available for students, parents and staff about how to respond to bullying.

Northwood School reviews this policy annually and assesses its implementation and effectiveness. Any amendments made to this policy are reviewed and ratified by Governors before its publication. 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: <https://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

DfE: SEND code of practice: <https://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)

<https://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: <https://www.barnardos.org.uk/get-support/support-for-young-people/lgbt>

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: <https://www.endviolenceagainstwomen.org.uk/wp-content/uploads/EVAW-Coalition-Schools-Guide.pdf>

Disrespect No Body: <https://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: <http://www.anti-bullyingalliance.org.uk/tools-Information/all-about-bullying/sexual-and-gender-related>