ANTI-BULLYING STRATEGY

Northgate Primary School

AN ACADEMY SCHOOL

Contents

Contents

1. Policy statement

At Northgate we recognise that all forms of bullying, especially if left unaddressed can have a devastating effect on individuals; it can create a barrier to learning and have a serious consequences for mental wellbeing.

It is a basic entitlement of all children to learn in an atmosphere, which is caring and protective and is free from humiliation, oppression and abuse.

Therefore, as a school, we take bullying and its impact seriously. This policy outlines what Northgate will do to prevent and tackle all forms of bullying.

2. Our definition of bullying is:

'Behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. DfE 'Preventing and Tackling Bullying

3. Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

- Bullying related to physical appearance
- Physical bullying
- Emotional bullying
- Bullying related to physical/mental health conditions
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
  - o Bullying related to race, religion, faith and belief and for those without faith
  - o Bullying related to ethnicity, nationality or culture
  - o Bullying related to Special Educational Needs or Disability (SEND)
  - o Bullying related to sexual orientation (homophobic/biphobic bullying)
  - o Gender based bullying, including transphobic bullying

Bullying can include physical and verbal abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, It may be indirect by spreading hurtful stories about someone, exclusions from social groups, being made the subject of malicious rumours.

The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised at Northgate as being a form of peer on peer abuse; children can abuse other children. Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up". We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported. All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

4. Links with other school policies

This policy links with several school policies, practices and action plans including:

- Behaviour and emotional support policy

- Complaints policy
- Child Protection policy
- Acceptable Use Policies (AUP)
- Curriculum policies, such as, RSE/RSHE, PSHE, and computing

5. Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the leadership team has been identified to take overall responsibility
- Governors to take a lead role in monitoring and reviewing this policy
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy.

The following may indicate those pupils at risk:

- Lack of friends
- Isolation
- Poor communication
- Unusual physical characteristics
- Volatile, sulky or tearful behaviour
- Choosing to stay with adults
- Illness and absenteeism
- Lateness
- Unpopular families
- Accents or racial differences
- SEN or child protection issues

6. Preventing bullying behaviours.

To prevent bullying, the school will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all. Our school values are the focus of our assembly themes.
- Ensure our curriculum is inclusive and reflects diversity
- Use PHSE lessons to discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference
- Use regular friendship/ well-being weeks/ international weeks to enhance children's understanding of respect
- Help children to understand who they can talk to when they have a problem
- Teach the importance of the use technology in computing lessons, especially mobile phones and social media, positively and responsibly

- Regularly take part in eSafety days

- Regularly celebrate success and achievements to promote and build a positive school ethos.

- Actively create "safe spaces" for vulnerable children and young people.

We will ensure that all adults;

- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse)

- Recognise the potential for children with Special Educational Needs and Disabilities (SEND) to be disproportionally impacted by bullying and will implement additional pastoral support as required

- Recognise that bullying may be affected and influenced by gender, age, ability and culture of those involved

- Challenge practice and language (including 'banter') which does not uphold the school

- values of tolerance, non-discrimination and respect towards others

7. Responding to Bullying Concerns

If bullying is suspected or reported, the incident will be dealt with immediately by a member of staff. A member of staff will interview all parties involved. A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken. Appropriate sanctions and support as identified within the school behaviour policy and child protection policy, will be implemented in consultation with all parties concerned.

The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentially policies.

The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.

The DSL will be informed of all bullying concerns, especially where there may be safeguarding issues.

If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, or Integrated Children Services or Early Help if a child is felt to be at risk of significant harm.

8. Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified

- Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again

- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation

- Take all available steps where possible to identify the person responsible. This may include:
  - looking at use of the school systems
  - identifying and interviewing possible witnesses
  - contacting the service provider and the police, if necessary.

- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
  - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content

- o Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law, the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the school's powers are use proportionately and lawfully
    - o Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support they may need
- Inform the police if a criminal offence has been committed
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
    - o advising those targeted not to retaliate or reply
    - o providing advice on blocking or removing people from contact lists
    - o helping those involved to consider and manage any private information they may have in the public domain

9. Supporting Pupils

Pupils who have been bullied will be supported by:

- Adults listening carefully to pupil/pupils accounts of incident
- Reassuring the pupil
- Offering an opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice
- Where appropriate providing pastoral support, working towards restoring self-esteem and confidence
- Providing ongoing support. This may include working and speaking with staff, offering to make referrals for formal counselling, engaging with parents and carers
- 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 Integrated Children Services or support through the Children and Young People's Mental Health Service

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child
- Sanctioning, in line with school behaviour policy
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and where necessary reporting accounts/content to service provider
- 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 Integrated Children Services or Early Help or support through the Children and Young People's Mental Health Service

10. Records

All bullying, including prejudice-based and discriminatory incidents are recorded on the appropriate form eg the child on child abuse form found in the staffroom (Appendix 1). These are filed under the name of the perpetrator. The records are locked in the Headteacher's office in a file.

Cyberbullying is recorded on the given sheet found on in the staffroom on the safeguarding board.

The anti-bullying log is monitored regularly in safeguarding meetings by the SLT.

11. Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families.

- 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
- 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

11.1. Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: https://reportharmfulcontent.com/
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/ukcouncil-for-internet-safety
- DfE 'Cyberbullying: advice for Headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

11.2. 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.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/atrisk-groups/sen-disability
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

11.3. 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

11.4. LGBTQ+

- Barnardo's LGBTQ 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

11.5. Sexual Harassment and Sexual Bullying

- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk

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

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

- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying

- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying/investigating-and-responding-sexual

- Childnet Project deSHAME (Online Sexual Harassment and Bullying): www.childnet.com/our-projects/project-deshame

Appendix 1

Child on child abuse record.

Names of **alleged perpetrator**	Class	SEN PP EAL *Circle*

Name of **victim/s**	Class	SEN PP EAL
	Class	SEN PP EAL
	Class	SEN PP EAL

Date of alleged incident: Time:	Location of incident:
Name of person recording the incident:	Role of person recording the incident: Teacher /TA / MSA /parent/ other
Name and role of individuals making the allegation e.g. pupil, parent/ carer, MSA:	Form of referral In person / verbal letter/ e-mail /phone call

Details gathered to date:
(*please continue on separate page if needed).*

Actions taken:	Follow up actions
Discussion/ verbal warning/ yellow / amber / red	

Focus of hurtful behaviour: Circle if definitely applies. Underline if possibly applies

Age/maturity	Appearance	Class/socioeconomic	Ability/application	Family circumstance (eg caring role
Ethnicity/Race	Religion/Belief	SEN and Disability	Gender	Other

Summary of those notified

Class Teacher	SENCO	Team leader	SLT
Victims parents	Perpetrators parents	Pastoral lead	Chair of Governors

Signed: Date: