



# **Anti-Bullying Policy**

**September 2022**

**Assigned person: Paula Flaherty, DSL**

## **INDEX**

<b>Page Number</b>	<b>Content</b>
3	Vision <ul style="list-style-type: none"><li>• Statement of intent</li><li>• Scope</li></ul>
4/5	Definition <ul style="list-style-type: none"><li>• What is bullying?</li><li>• Forms of bullying</li><li>• Effects of bullying</li><li>• Signs of bullying</li></ul>
6/7	Reporting and Recording Incidents <ul style="list-style-type: none"><li>• Parents/Carers</li><li>• Students</li><li>• Staff</li></ul>
7/8	Prevention of Bullying
9	Responding to Incidents of Bullying
10	Monitoring and Review
11	Summary for parents
12	Advice for students Links to other agencies

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK and should be read alongside the following policies:

1. Safeguarding Policy
2. Behaviour & Relationships Policy
3. Online Safety Policy
4. Inclusion Policy
5. Keeping Children Safe in Education, Sept 2022
6. Barnsley SCP Anti-Bullying Strategy 2022 - 2025

Consultation with children and young people in Barnsley tells us that bullying and discriminatory behaviour is a problem in our locality.

### **Statement of Intent**

Netherwood Academy is committed to preventing all forms of bullying. We will work hard to ensure that bullying plays no part in our community by proactively dealing with all students, families and staff, to eradicate and promptly address all reported incidents.

All students have the right to be protected from others who may wish to harm, degrade or abuse them. It is the responsibility of all staff to uphold high standards of behaviour amongst our students and endeavour to prevent bullying before it starts.

The vast majority of our students portray good social behaviour, however if an incident of bullying does occur, it **must be reported to staff immediately**. We also seek the support of parents/carers and the local community who can help us by informing us if any incidents are witnessed.

Alongside relevant consequences and sanctions, any student who does engage in the bullying of others will also be supported to address and change their behaviours, considering any contributing factors.

***Every child, young person and adult has the right to be treated with dignity and respect***

### **Scope**

This policy applies to incidents of bullying which take place on school premises. However, the school has an enduring interest in the welfare and conduct of its students and will respond positively to any information it receives about bullying outside of school thus:

If it emerges that a student is responsible for bullying other children outside school then this matter will be addressed and (if appropriate) the bully's parents/carers informed.

If a child is found to be the victim of bullying outside school then help and support will be offered and advice given on how to avoid further incidents in future. The victim's parents/carers will be informed.

If there are more general concerns about children's safety outside school then the local police will be contacted and their help sought in making the area around the school premises more secure. If concerns arise in relation to school transport then the issue will be raised with the transport companies and their help sought in dealing with the problem.

If children are being bullied by pupils of another school then pastoral staff of that school will be informed and invited to deal with the matter.

## **Definition**

### **What is bullying?**

*“Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.”* (The Antibullying Alliance (ABA) 2014)

There are five recognised features of bullying, however, these are not exhaustive:

- It is deliberate with the intention to hurt someone either physically or emotionally;
- It is repeated over a period of time;
- It is difficult for those being bullied to defend themselves;
- It is difficult for those who bully to learn new social behaviours;
- Those who bully have and exercise power inappropriately over others.

All forms of bullying can be damaging to the development of both the person being bullied and the person bullying. Bullying can take many forms, but the main types are:

<b>Physical</b>	Pushing, hitting, kicking, punching, taking belongings or an act of violence with intent to harm;
<b>Verbal</b>	Name calling, insulting, threats/intimidation or making offensive remarks;
<b>Sexual</b>	Including repeated, harmful and humiliating actions that target a person sexually. Examples include sexual name calling, crude comments, vulgar gestures, unwanted touching, sexual propositioning.
<b>Indirect</b>	Spreading nasty stories about someone, exclusion from social groups or being made the subject of malicious rumours;
<b>Cyber</b>	Tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted using text messaging, e-mail, instant messaging or any other type of digital technology e.g. social networking sites. Misuse of associated digital technology such as camera and video aids – refer to Safeguarding policy.

Conflict or disagreement between friends or peers, whilst upsetting is not bullying behaviour. However if unresolved disagreements can develop into a pattern of bullying behaviour.

What starts as bullying can subsequently develop into criminal behaviours and where this happens incidents should be reported to the police.

(Appendix 1.)

## **Categories of bullying behaviours:**

**Bullying related to race, religion or culture.** *A range of hurtful behaviour, both physical and psychological that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin or national status*

**Bullying related to special educational needs or disabilities (SEND).** *Children and young people with SEND are at higher risk of bullying than their peers. The same standard of behaviour is expected of all our students.*

**Bullying related to appearance or health conditions.** *Those with visible health or medical conditions may be more likely to become targets for bullying behaviour focusing on body image issues.*

**Sexual, sexist and transphobic bullying.** *Sexual bullying includes behaviours where sexuality is used as a weapon by both genders. It can be face to face, behind someone's back or by use of technology. In extreme cases it may include sexual assault or be linked to domestic violence.*

**Homophobic bullying.** *Bullying linked to sexual orientation.*

**Bullying of young carers or children in care or otherwise linked to home circumstances.**

**Environmental and family influences.** *Young people may be heavily influenced by their communities or homes where bullying and abuse are common features. Bullying at school may arise from trauma or instability at home related to domestic violence.*

## **The effects of bullying**

Young people who are being bullied are being denied the opportunity to reach their full potential. Effects may be long term and include:

- Absenteeism – unknown or prolonged periods of time out of school
- Fall in academic performance
- Poor self-esteem
- Health problems
- Isolation and failure to develop socially
- Depression and suicide
- Relationship difficulties.

## **Signs of bullying occurring**

These include:

- Change of friendship groups
- Lack of friends
- School rejection
- 'Illness' at certain times or on certain days
- Change in standard of work
- Withdrawal/sudden lack of confidence
- Severe cases of depression.

Although the above list is most likely to apply to victims, changes in behaviour could indicate that someone has developed anti-social traits and may be bullying.

## **Reporting and Recording Incidents**

### **Reporting Incidents of Bullying - Students**

The school encourages the whole school community to report any incidents of bullying, including students who have experienced being bullied and bystanders who have witnessed an incident.

The school endeavours to provide clear, accessible and confidential incident reporting systems, which include:

- Staff (teachers and support staff) who are aware of the importance of listening to students' concerns. We encourage all students to think about significant members of the school community that they can go to when they have a problem. This will generally be the child's Student Manager (SM), Progress Leader (PL) or Form Tutor.
- There is a Designated Safeguarding Lead and several Deputy Designated Safeguarding Lead members of staff (see Safeguarding and Child Protection Policy).
- Student prefects.
- Internal school procedures ensure a concern reported through any of the above channels will be filtered to the students' SM to be dealt with as soon as possible.
- The Anti-Bullying Working Party are developing alternative ways for students to report bullying – this may involve worry boxes or the use of electronic reporting systems

### **Reporting – Parents/Carers : Concern or Complaint?**

If a concern is raised and not dealt with it becomes a complaint. Concerns and routine queries should be raised to Progress Leaders (PL). We place great emphasis on the role of the PL. It is the PL who has the most regular contact with your child, monitoring attendance, academic performance and the general welfare of your child. **If you have a query or a concern please contact the PL first.** Complaints of a serious nature should be made to the Vice Principal, or if the complaint refers to the Principal to the designated Governor. **Please raise your concerns before they become complaints.** In some circumstances it is necessary for the line manager to pass down an issue to another member of staff. This does not mean that the school is taking your concern any less seriously. Through delegation we are trying to ensure that your concern is dealt with as quickly as possible.

At Netherwood, we firmly believe in a circle of communication between parents, students and the school. Without this students' needs are not best met. With nearly 1200 pupils in the school all kinds of queries arise on a daily basis. If you have a concern or complaint we would like you to tell us about it. We welcome suggestions for improving our work and want to know if you have any concerns. If you have a concern, please let us know as soon as possible. It is difficult for us to properly investigate an incident which happened some time ago.

Staff at the school will make every effort to respond to your call/letter within 48 hours. More serious issues will be responded to within 24 hours. Due to the complex nature of some issues it is not always possible to resolve matters within this time frame, but staff will at the very least acknowledge your concern and indicate who is dealing with the matter.

When telephoning, please be aware that most staff will be teaching and that on many occasions you will be asked to leave a message. If the matter is urgent then you can ask the reception staff to find you a senior member of staff who will be able to help you. If you are not sure of the name of the person you want to speak to, please refer to the school website or ask the reception staff who will be able to help you. **Please note it may not be possible to come into school without a prior appointment and expect to see a member of staff.** To avoid disappointment, please book an appointment with your child's Student Manager or Progress Leader in the first instance.

## **Recording**

Bullying incidents will be systematically recorded and used to identify patterns of behaviour. Data will be used to identify trends with specific groups (e.g. cyber-bullying) or within particular areas of the school site to allow preventative programmes to be planned. By taking the positive action of recording incidents of bullying we are giving a clear message to parents, staff and the wider community that we take these incidents seriously and can become essential evidence if there is a dispute between the parties about how an incident of bullying has been handled.

Data regarding bullying will be monitored and acted upon by the Pastoral Team at the school. It is also reported to Astrea Academy Trust via monthly Safeguarding returns and half-termly reports to the Trust Management Board.

## **Prevention of Bullying**

Netherwood believes that the whole school community should work together to reduce bullying as part of our efforts to promote a positive and inclusive whole school ethos and create a safe, healthy and stimulating environment. Alongside the school's responsive strategies for dealing with incidents of bullying, the school adopts as part of our pastoral support system, a whole school approach to implementing proactive and preventative interventions at a school, class and individual level to reduce bullying.

Through SMSC tutor period, assemblies and National Anti-Bullying week annually, aspects of personal and social behaviour will be taught so children can:

- Recognise bullying behaviour
- Know that they should speak out
- Have the confidence to do so if they are being bullied
- Know who to speak to
- Feel confident that they will be listened to and supported
- Make them fully aware that bullying is a serious breach of the school rules and will not be tolerated.

The school will also strive to:

- Adopt positive behaviour management strategies as part of the school's Discipline Policy.
- Ensure that the school's anti bullying statement or charter is actively promoted in assemblies and other formal occasions, as well as displayed around the school.
- Provide training on behaviour management and anti-bullying for all relevant staff including lunchtime staff.
- Provide social skills groups for vulnerable individuals and groups.
- Provide a transition programme to support students moving across year groups and key stages.
- Provide information on support agencies such as ChildLine, Kidscape and Beatbullying including telephone numbers for help lines and addresses for supportive websites.
- Ensure adequate supervision of pupils before school, at breaks and lunchtimes and after school. Use CCTV when applicable to review any incidents in open areas.
- Provide a range of opportunities at lunchtimes so that pupils have positive activities in which to engage.
- Through the Anti-Bullying Ambassadors, they will review the effectiveness of the school's measures in counteracting bullying.
- Use prefects to pro-actively reduce bullying and act as a student voice. Publish activities and lead assemblies/whole school activities.
- Identify and use opportunities within the school curriculum to discuss aspects of bullying to emphasise that the school does view bullying as a serious issue, and to explore the appropriate ways of behaving towards each other e.g. within Ethics, cross curricular days and as part of the assembly schedule.
- Teachers will ensure that they do not use teaching materials or equipment which portray a bad or negative view of any group because of their ethnic origin, gender, ability/disability etc.
- Teachers will encourage pupils to treat everyone with respect through:
  - modelling the behaviour they expect through their own dealings with pupils
  - always challenging inappropriate responses from pupils towards other individuals or groups (including racial or minority groups)
  - implementing the school's guide to rewards and sanctions (see Behaviour Policy)
  - promoting the schools peer mentoring and beat bullying programme at the start of Year 7 to highlight the issue and to encourage pupils to take a positive stand against bullying.
  - promoting positive and caring attitudes towards minority groups through the curriculum, assemblies and charity work
- The school will, through staff and partner organisations restrict access to certain websites on the school intranet and monitor email traffic through security software.
- Regulate the use of mobile phones during the school day.
- Work pro-actively with community groups to respond to and help eradicate anti-social behaviour in the community. Liaising with members of the community e.g. PCSO, transport service providers and engaging in community initiatives and safer school partnerships.

**(Please note: Some of the above actions and provisions may be subject to change or removal as a result of Covid 19 restrictions and risk assessments)**



## Responding to Incidents of Bullying

All staff have a responsibility to tackle bullying. The school endeavours to ensure that teachers and other adults working with students are equipped with the necessary skills and knowledge to identify and address all types and forms of bullying effectively and safely. Training will include recognising the signs of bullying in children and how to identify vulnerable young people who may be susceptible to being bullied or becoming actively involved in bullying and bullying type behaviour. Training for staff is provided to ensure that they feel competent and confident in appropriately challenging bullying. Training also provides staff with a clear understanding of the school's policy and procedures on preventing and responding to incidents of bullying including providing short and long term support to those affected by bullying.

When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated. If bullying is suspected staff will talk to the suspected victim, the suspected bully and any witnesses and take written statements. It is recognised that in some situations 'victims' may exaggerate or invent bullying incidents and members of staff need to be aware of this.

The school will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- Immediate action to stop the incident and secure the child's safety
- Positive reinforcement that reporting the incident was the correct thing to do
- Reassurance that the victim is not responsible for the behaviour of the bully
- Informing/informing parents at the earliest opportunity
- Strategies to prevent further incidents
- Sympathy and empathy
- Counselling
- Befriending /creation of a support group
- Extra supervision/monitoring
- Peer mediation/peer mentoring
- Adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability)
- Arrangements to review progress.

Social networking websites are sometimes used for bullying and any threats made on such a site and acted on in school will be classed as pre-meditated and are likely to result in a more severe sanction. It should be acknowledged that it is very difficult for the school to take action on cyber bullying which has occurred outside of school time.

For the Bully:

- Talking about what happened, to discover why they became involved
- Informing the bully's parents/guardians
- Continuing to work with the bully in order to modify attitudes, this can include changes to class groupings or school travel arrangements
- Taking disciplinary steps to prevent further bullying in line with our Behaviour Policy.

## **Monitoring and Review**

To seek opinion of the effectiveness of anti-bullying strategies in place, the school will survey/obtain information from a range of stakeholders. This will include:

- Termly meeting with the Anti-Bullying Ambassadors. This will include members of teaching and support staff, students, governor and parents/carers.
- Parental survey at appropriate points in the year (to ascertain how effectively the school cares for students and deals with bullying).
- Opportunities for parents/carers to contact the school via the website.
- Student Voice.
- Anti-Bullying Ambassadors, Year and School Council.
- Informal meetings and discussions with parents/carers and students.

Data will be used by the Senior Leadership Team to review strategy and celebrate success. The policy will be reviewed by the Anti-Bullying Ambassadors.

## Anti-Bullying Policy - Summary for Parents/Carers

No school is immune from bullying and no school should be complacent. If bullying occurs at Netherwood Academy, it is vitally important that all of us should know what action to take.

Staff at Netherwood recognise bullying behaviour as all forms of physical and psychological abuse systematically directed at victims who find this hurtful. We take responsibility for helping all students to understand what bullying is and the harm it can do. We believe that adults can set an example in their own behaviour. We hope that the ethos of the school will help to instil mutual respect, tolerance and civilised behaviour.

We recognise that in our preventative approach to bullying we should provide pupils with the opportunity to discuss the topic through form tutor periods and assemblies. We will also ensure that every student knows where, when and to whom they can talk about any bullying incidents. This may be staff at school or parents at home. Pupils must feel confident that talking to adults is the proper course of action if they witness or experience bullying.

If you discover that your child is being bullied do not encourage him or her to 'hit back'. It may be contrary to your child's nature and may be just what the bully wants. Emphasise to your child that there is nothing wrong with him or her and that he or she can be helped.

Incidents of bullying should be **immediately referred to the Student Manager**. Senior staff may then be called in to help. Although the nature of the response will depend on the circumstances, we have a standard procedure to follow which does not necessarily involve punishment in the first instance. Staff are experienced and use tact and discretion in their follow-up.

The whole school community (parents, pupils, teaching and support staff) has a role to play in combating bullying. All pupils should be aware that there is no such thing as an innocent bystander and the school neither condones nor ignores bullying. We should all be committed to ensuring that every student receives his or her education in a safe environment free from humiliation, oppression or harassment.

**The following advice has been suggested and approved by Netherwood students:**

- Always report any incidents of bullying you witness or are the victim of.
- Tell someone what has been happening, even if you have been warned not to. You may go to any adult in school, but particularly your Form Tutor or Student Manager or your parents. They will want to know and to help.
- Do not retaliate (try to get even) in a physical or verbal way. Walk calmly away from the situation do your best to not let what has just happened bother you further.
- Do not blame yourself.
- If you see someone else being bullied find an adult in school (possibly your Form Tutor or Student Manager) and explain what you have seen and heard.
- Do not just ignore bullying. Think about how you would feel in the victim's position. Remember that bullying doesn't go away by itself.
- Make sure that you do not get involved in the bullying as an 'easy' option out of the situation – don't help the bully, help the victim.

**Some advice on how to avoid being a bully:**

- Talk about problems, rather than taking them out on someone else.
- Don't make unpleasant remarks about anybody – even if you intend them as a joke. Always discuss these issues with your friends and if you feel they may take such comments seriously do not make them.
- Try to avoid confrontations: find some way and somewhere to cool down.

**We all have a responsibility to make sure that bullying has no place at Netherwood.**

External support/information agencies:

• [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk) • [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk) • [www.bullying.co.uk](http://www.bullying.co.uk) • [www.kidscape.org.uk](http://www.kidscape.org.uk) • Childline: 0800 1111 [www.childline.org.uk](http://www.childline.org.uk) • NSPCC: 08088005000 [www.nspcc.org.uk](http://www.nspcc.org.uk) • Samaritans: 08457 909090 • [www.youngminds.org.uk](http://www.youngminds.org.uk)

Barnsley Safeguarding Partnership Anti-Bullying Strategy 2022-2025 can be found using the link below:

<https://www.barnsley.gov.uk/media/22039/anti-bullying-strategy-2022-2025.pdf>