

Barndale House School

Anti-Bullying Policy

Introduction

Barndale House School seeks to provide a safe, secure and positive environment in which children and young people can develop and grow, making full use of the opportunities available to them.

We believe that everyone in our school community has the right to be treated with respect and understanding and to be able to actively participate in school life free from intimidation.

This policy is intended to reinforce Barndale House School's efforts to encourage positive attitudes between pupils and to provide a framework for dealing with any incidents of bullying which may occur.

Rationale

Barndale House School seeks to protect the rights of members of the school community by ensuring that those acting on their behalf:

- Are proactive in setting up a range of measures to prevent bullying behaviour and promote positive interpersonal relationships;
- Actively listen to children young people and where appropriate their parents or carers;
- Act appropriately on information received;

in order to ensure that a safe , secure and positive environment free from harassment , threat and any type of bullying behaviour exists.

Principles

Barndale House School will:

- Ensure that all staff are committed to overcoming bullying.
- Inform pupils and parents of the schools expectations and foster a productive partnership which helps maintain an environment free from bullying behaviour.

- Create an ethos which encourages pupils to disclose and discuss incidences of bullying behaviour.
- Challenge attitudes about bullying behaviour and help pupils to understand why some people bully others.
- Develop procedures for noting and reporting incidents of bullying behaviours
- Ensure that all bullying behaviour is responded to promptly and consistently dealt with in accordance with the school's behaviour policy.
- Support those affected by bullying behaviour and those involved in bullying behaviour.
- Ensure that our pupils know how to keep safe when using technology.
- Make all staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Definition of Bullying

Bullying may be defined as a deliberate action that is repeated over a period of time and which is intended to cause embarrassment, pain or discomfort to someone else.

We believe that if any member of our school community feels intimidated or is made to feel unsafe by the words and/or actions of another then he/she is being bullied.

All bullying is unacceptable.

Bullying can take a number of forms and may be perpetrated by individuals or by groups.

Forms of Bullying

Bullying may be physical, sexual, racial, verbal, technological (cyber), homophobic or psychological in nature.

Physical Bullying may involve actions such as hitting, kicking, biting, spitting and hair-pulling.

Sexual Bullying may involve unwanted physical contact or sexually abusive or inappropriate comments.

Racial Bullying generally involves individuals or groups being deliberately targeted because of their colour, ethnicity, culture faith or belief systems.

Verbal Bullying may involve name-calling, insults, threats, spreading rumours or belittling someone's abilities.

Technological (Cyber-bullying) involves the use of technology, such as mobile phones, digital cameras ,computers and social media / networking sites ,to deliberately hurt or humiliate another either directly or indirectly.

Homophobic Bullying generally involves individuals being deliberately targeted because of their sexuality.

Psychological Bullying: may involve behaviours designed to upset another's emotional wellbeing e.g. exclusion from social groups, hiding belongings, anonymous messages.

All these forms of bullying may affect people in different ways and each person will react differently when bullied. Bullying is always significant to the person being bullied.

All forms of bullying are taken very seriously at Barndale House School.

Responsibilities of Staff

Dealing with bullying is the responsibility of all members of the school community and should always be considered a priority.

Staff are expected to:

- Discuss, monitor and review the anti-bullying policy and procedures on a regular basis.
- Demonstrate by example and foster the values we as a school believe in. Promote positive relationships based on respect and identify and tackle bullying appropriately.
- Challenge inappropriate responses and behaviours towards others.
- Be alert to signs of distress and other possible indications of bullying.
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively – following clear, consistent procedures; that pupils feel safe to learn; that pupils abide by the anti-bullying policy.
- Investigate all incidents thoroughly and take appropriate action. Retain appropriate records for monitoring purposes.
- Report all incidents of bullying to the Head-teacher.
- Report any evidence of sexual or serious physical abuse immediately to one of the designated Child Protection Officers in school. (Colin Bradshaw / Helen Hemsley)
- Report back to parents / carers regarding any concerns and ensure that effective communication is maintained when monitoring and managing bullying.

- Enlist the support of pupils in anti-bullying work by actively seeking and listening to their views.
- Seek to learn from good anti-bullying practice elsewhere and utilise support from relevant organisations when appropriate.

Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying.
- Report to a member of staff any witnessed or suspected instances of bullying.
- Report to a member of staff any bullying behaviour which they have been subjected to.
- Understand the implications of perpetrating bullying behaviour.

Responsibilities of Parents / Carers

We ask parents / carers to support their children and the school by:

- Watching for signs of distress or unusual behaviour which may be evidence of bullying.
- Advise their children to report any bullying to a member of staff.
- Inform the school of any suspected bullying.
- Co-operate with the school and reassure their child that appropriate action will be taken.

Counteracting Incidents of Bullying

At Barndale School we are proactive in our strategies to prevent bullying behaviour.

We:

- Ensure that all pupils have 'a voice' and know that they will be listened to. Pupils are encouraged to talk to staff about any concerns they may have and are reassured that they will be listened to and kept safe. The School Council is routinely involved in evaluating the effectiveness of the school's measures in counteracting bullying.
- Provide adequate supervision at lunch and break times, identify potential 'hot-spots' and ensure that a range of activities are on offer in order to engage pupils in

productive tasks and encourage positive social relationships. Playground 'Buddies' also support some lunchtimes and are positive role models to other pupils.

- Consider all opportunities for addressing bullying. We deliver a range of lessons on keeping safe and self-management through the PHSE /PSD curriculum. Pupils also participate in enrichment activities and projects during Anti-Bullying Week and Safer Internet Day. Key messages are reinforced through assemblies and displays around the site. A range of anti-bullying resources are available for use in the classroom.
- Discuss bullying and the importance of telling someone about bullying when it happens with all classes on a regular basis.
- Explore and celebrate differences and diversity through a wide range of events.
- Regulate and monitor the use of technology in school – including access to the internet and mobile phones.
- Ensure that all staff members are aware of and implement the school's Behaviour and Rewards policy.
- Are actively involved in the Northumberland County Council Anti- Bullying Accreditation Programme.
- Provide opportunities for staff to receive relevant CPD either in-house or via appropriate training agencies .

Procedures

When a member of staff is made aware that a pupil is being bullied they must report it to the Class Teacher and Head-teacher/Head of Care. The incident will then be thoroughly investigated and the appropriate paperwork completed. The Class teacher/ Head of Care and Head-teacher will discuss the most appropriate strategy to be used for each individual case. Parents will be informed and invited to the school to discuss matters further if appropriate. Staff will support all pupils involved and closely monitor the situation for an agreed length of time. A multi-agency approach may be adopted if appropriate.

Links to Other Policies

This policy links with a number of other school policies and practices including:

- Safeguarding Policy
- Behaviour Policy
- Child Protection Policy
- E-Safety Policy
- Acceptable ICT User Policy
- Equality Policy

- Confidentiality Policy
- Well-Being Policy and programme

Monitoring and Evaluation

We will review this policy every three years.

Monitoring is essential to help assess progress and evaluate the impact of the anti-bullying policy.

Monitoring will include;

- Regular analysis of information to provide details of types of bullying, frequency, action taken etc.
- Surveys (Parents / Pupils / Staff)
- Information sharing and review of practice during staff-meetings and training days.
- Obtaining the views of nominated pupil representatives – The School Council.

Helen Hemsley

Deputy Headteacher