

NORTHEASE MANOR SCHOOL

ANTI BULLYING POLICY

Date of policy: May 2011
Date of review: April 2012
Reviewer: Paul Smith (Head of Boarding)

Bullying is not tolerated at Northease Manor School. The school views bullying seriously and the principal aim is to foster an atmosphere where bullying cannot take place.

Aims of Anti-Bullying Policy

- to prevent or reduce incidents of bullying
- to provide a clearly defined framework for dealing with the victims and the perpetrators of incidents of bullying if they occur
- to ensure that this framework is understood and trusted by pupils, parents and staff.

Definition of Bullying

Bullying is when a person makes life hard for others by **deliberately** picking on them for **no** reason repeatedly over a period of time. Bullying can take many: -

- physical – hitting, kicking, taking or damaging belongings
- verbal – name-calling, insulting, racist remarks
- indirect – spreading rumours, teasing, excluding someone from social groups.
- Emotional – tormenting, threatening
- Racial – racial taunts, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – focussing on a person's individual sexuality
- Cyber – internet misuse, mobile phone threats/abuse, misuse of associated technology e.g. camera

Bullying is not a single incident of offensive behaviour, as may often occur in the playground and in school, in one form or another. Bullying is a form of anti-social behaviour which is not accepted in this school. No person has the right to make another feel uncomfortable or unhappy.

Strategies to be adopted: -

- The policy must be whole school – it must have high profile and we all must approach the problem consistently. Everyone must be involved.
- Clear lines of communication will be established so that those who are threatened should feel free to have someone to talk to. We must encourage children, through the tutor groups, not to keep quiet. Pupils should be aware that they can talk to Tutors, Head of Boarding, Headteacher, Boarding House Staff or any teaching or non-teaching member of staff about any incidents of bullying.
- Any member of staff approached on a bullying matter must not ignore it. The Tutor or Head of Boarding must be immediately informed.
- The school's physical environment must be examined. We should not allow places where bullying can go on unnoticed.
- We will involve parents in the process as soon as possible. Parents and pupils should know that something is being done and be clear about what action we are taking.

The School's Preventative Measure

The approval of a group is of great importance to young people and group opinions and pressure of approval are powerful ways to change attitudes. If the school as a community rejects bullying, as this school does, the reaction of its members can reduce the force that drives the bully. It is important that the school community and all its members are aware of the damage and hurt caused by bullying. There is a need to give the message that bullying is unacceptable and that the problem must be solved by finding ways to change behaviour.

Practical suggestions:

- Awareness raising – through PHSE explore issues such as: -
 - What is bullying?
 - What causes people to bully each other?
 - How does it feel to be bullied or to bully?
 - What are the effects of bullying on bullied pupils; on pupils who bully others; on bystanders?
 - What would our school (our society) be like if bullying behaviour was acceptable?
 - Why should we try not to bully each other?
 - What can we do to stop bullying?
- Use of role-plays and drama to improve assertive behaviour and communication.
- School assemblies on the theme of bullying to reiterate the school's policy on bullying, that everyone is expected to ensure that it does not happen and has the responsibility to speak out – this is not telling tales. The focus

could be on the importance of telling; pupils need to see that it is loyal to the victim and to potential victims to help remove the threat of bullying and not telling is only keeping loyal to the 'bullies'.

- Encourage child ownership of rules for behaviour. Agree a level/school set of rules. Copy these rules and have every child sign them.
- Increasing self-esteem, as it is generally found that children who are bullied have low self-esteem – use of school's system of rewards and incentives for personal achievement as well as academic.
- Referral to the School Homework diary describing mutual respect and self-respect.

Bullying – Possible Signs

A child may indicate by signs or behaviour that he or she is being bullied.

The signs and symptoms that they are likely to display are those of an anxious child, under stress.

Anxious children may display the following signs: -

- bed wetting, rocking, nail-biting, nervous mannerisms;
- increasing lack of confidence, with gradual withdrawal from social activities;
- jumpiness e.g. at sudden noises, flinching or cowering when approached suddenly;
- personality changes – moodiness, sudden outbursts of temper, lots of weeping, tiredness, forgetfulness;
- dislike of school, refusal to go to school;
- coming late to school, hanging around the teacher and/or the classroom after school and at break times;
- uncharacteristically doing poorly in school work;
- new fears e.g. of the dark, being around and in groups of children;
- frequently complaining of feeling unwell – headaches, tummy aches, odd pains;
- becoming distressed, not eating;
- having unexplained bruises, scratches, cuts;
- having their possessions go missing;
- refusing to say what's wrong;
- giving improbable excuses to explain any of the above.

The Bully

Bullies will also have low self-esteem although they often appear confident.

When young, they are quite popular and will draw a crowd of other children who follow them around. They like to get their own way and will respond to stressful situations impulsively and by hitting out.

Bullies will sometimes be: -

- energetic and hyperactive;
- aggressive towards other children and adults;
- prone to break the rules and indulge in anti-social behaviour.

They can sometimes be: -

- underhand and spiteful;
- insensitive to the feelings of others;
- hurtful to others verbally;
- quite subtle in conveying negative messages/pressure
- others to act on their behalf.

Procedures for Reporting Incidents of Bullying

When bullying has been observed or reported, then the following steps can be taken: -

1. Take an account from the victim and **really listen**. Note down the feelings and allow the victim to express these at length, pictures or writing can help. Record the incident in the bullying log and inform the Head of Boarding/Headteacher.
2. Meet with each of those involved in the bullying separately and write down what happened, to be filed in the Bullying Log File. Agree with each of those involved separately what you expect and discuss how he/she has broken the school guidelines. Reiterate to observers involved that all are responsible if anyone is being bullied.
3. Depending on the seriousness of the incident, tutors will meet with each of those involved as a group and recount the victim's story in a clear way. State that you know that members of the group are responsible and can do something about it. Ask all the group members if they can make some suggestions about ways in which they might help.
4. Parents/guardians of both the victim and aggressor should be informed and kept informed according to the seriousness of the incident.

5. Tutors will arrange to meet the victim regularly for a period of time to find out how things are going and to confirm that the bullying has ended. Tutors will also meet the aggressor regularly to counsel towards a better understanding of their behaviour.
6. Repetition of intimidation during or after this process should involve punishment according to the usual disciplinary measures.

Convey throughout this process your belief that the children involved are not 'bad' and are capable of kind behaviour and that they will help the injured person.

Head of Boarding
January 2010

I have a right.

- to be treated with respect and kindness. This means that nobody will laugh at me, or hurt my feelings.

I have a right.

- to be safe in this school. This means no-one will hit me, kick me, push me, taunt me with words or hurt me in any way.

I have a right.

- to learn about myself in this school. This means I will be free to express my feelings and opinions when it is appropriate without fear of being interrupted or punished.

I have a right.

- to be valued and respected for my individual strengths and weaknesses.

WE SAY NO TO BULLYING AT NORTHEASE MANOR SCHOOL

A bully is a person who makes life hard for others by **deliberately** picking on them for **no** reason and it happens **more** than once.

It can be by kicking, hair pulling, hitting and other things that hurt the body.

It can be spreading rumours, name calling, teasing or threatening that hurts you inside and makes you afraid.

It can be always leaving someone out.

Bullying is **nasty**. People will be hurt if there is bullying around.

We don't want any bullies at our school – they get in the way of our learning!

If you are being bullied...

- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and tell them to stop.
- Move away from the situation as quickly as possible.
- ***Tell an adult what has happened straight away.***
- If you are scared to tell an adult by yourself, ask a friend to come with you.
- Keep speaking up until someone listens and does something to stop the bullying.
- Remember...don't blame yourself for what has happened.
- **If you see someone being bullied...**
- Don't ignore it.
- Go and tell an adult. You are **NOT** a 'grass' if you tell someone what you have seen.

When you are talking to an adult about bullying, be clear about...

What has happened to you

Who was involved

How often it has happened

Who saw what was happening

Where it happened

If you find it difficult to tell anyone at home or at school, ring

Sue James – 01797 222556
CHILDLINE – Freephone 0800 11 11

Remember: at Northease we do not tolerate bullying. We want to remain a bully free school.

Signed:

Date:

Head of Boarding