Anti-Bullying Policy

Northgate School

Approved by: Management Committee	**Date:** November 2023

Last reviewed on: October 2023

Next review by: October 2025

ANTI-BULLYING POLICY

1. Statement of Intent

Northgate School is committed to providing a safe, supportive and secure environment for all members of our school community. We believe that bullying in any form is unacceptable and will not be tolerated. As a school we firmly believe that all students and staff are entitled to learn and work in an environment where they feel valued and are free from the fear of bullying. We believe that bullying in all forms should be recognised and dealt with immediately and consistently. Accusations will always be investigated. Anyone who is aware that bullying is happening is expected to report it in line with this school policy.

2. Defining Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying is, therefore:
• Deliberately hurtful
• Repeated, often over a period of time
• Difficult to defend against

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting,
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racist	Racial taunts, graffiti, gestures, verbal insinuation aimed at a person's race, creed or religion
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Sexism	Treating someone differently according to their gender or transgendered identity
Homophobic	Aggression or discrimination towards another because of sexuality or sexual orientation
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyberbullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites, camera and video facilities

Students will be made aware of the nature of bullying through inclusion in all areas of the curriculum, assemblies, PSHE lessons and registration/tutor and mentor times.
Adults should recognise signs and symptoms that a child is being bullied. A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

• Is frightened of walking to or from school
• Doesn't want to go on the school
• Requests a taxi or alternate form of daily transport to or from school
• Changes their usual routine
• Is unwilling or frightened to go to school
• Begins to truant
• Becomes withdrawn anxious, or lacking in confidence
• Starts stammering
• Attempts or threatens suicide or runs away
• Cries themselves to sleep at night or has nightmares
• Feels ill in the morning
• Begins to underachieve in school work
• Comes home with clothes torn or books damaged
• Has unexplained cuts or bruises
• Has possessions which are damaged or " go missing"
• Asks for money or starts stealing money
• Dinner or other money is continually "lost"
• Comes home without having had lunch
• Stops eating
• Becomes aggressive, disruptive or unreasonable
• Is bullying other children or siblings
• Is frightened to say what is wrong
• Gives improbable excuses for any of the above
• Is afraid to use the internet or mobile phone
• Is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

3.Aims of this Policy

Northgate School aims to create a safe climate, where
• Emotional health and wellbeing can flourish
• Students can learn well and achieve their potential, free from intimidation
• Incidences and the fear of bullying are minimised
• All staff and students know the correct procedures for reporting incidents of bullying
• We aim to help both the victim and bully gain an insight into their behaviour and consider ways of resolving the difficulties.

4. Procedures for dealing with and Preventing Bullying

How to deal with bullying and who to tell
Procedures for action that a student can take, if they feel they are being bullied, will be visual around Northgate School. These procedures will also be taught through tutorial times and other curriculum areas.

Actions that students should take:

- If you feel able to, then let the 'bully' know that they do not like what is happening to them and ask the bully to stop;
- If the bullying doesn't stop, immediately tell a member of staff, who will initiate action to resolve the issue.

Actions that staff should take when a student reports bullying
- Listen to the student and do not ask any leading questions.
- Reassure the student that they are safe
- Write down what the student tells you about the incident or encourage them to write down what has happened.
- Refer the issue onto a member of the Safeguarding Team.

How we deal with incidents that cross inside/ outside school boundaries
- We will investigate all incidents of bullying and, in conjunction with relevant parties, take appropriate action to support.

5.Outcomes

At Northgate School sanctions are applied fairly, proportionately, consistently and reasonably, taking account of any SEN or health conditions that the student may be experiencing. Following the discovery of an incident of bullying the issues appropriate to the incident will be discussed with the student, taking into account age, level of understanding and an individual risk assessment. The student will be given the opportunity to speak and discussion will remain solution focussed and about preventing further bullying.

In all cases the school will:
• Investigate incidents as quickly as possible
• Ensure the safety of the victim
• Work to prevent further bullying
• Provide support to the victim
• Take action to ensure the bully/ies learns that the behaviour is unacceptable and does not bully others
• Log all incidents on student records
• Report all cases of racial, homophobic or LGBT bullying to Barnet
• Work with the police school's youth engagement officer for support, if necessary.

6. Engaging with parents, carers and named adults

At Northgate School we work with parents/carers and named adults to support our approach with regards to bullying.

At Northgate we will:

• Make sure that key information about bullying is available to parents/carers and named adults
• Ensure all parents/carers/named adults know who to contact if they are worried about bullying
• Ensure all parents/ carers/ named adults know about our complaints procedure and how to use it effectively
• Ensure all parents/carers know where to access independent advice about bullying.
• Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying

7.Prevention and anti-bullying approaches in school.

 Students may be supported through:

• Offering a curriculum to raise awareness about bullying and the anti-bullying policy
• Increased understanding for victims and building an anti-bullying ethos
• Teaching students how to constructively manage their relationships with others through PSHE lessons.
• Tutorial work
• Individual or group work on building empathy, self- esteem and confidence.
• Workshops on, for example, personal safety, gangs, group offending, LGBT identities, racism, peer on peer abuse.
• Staff identifying potential opportunities for bullying and ensuring staff levels of supervision are high at all times.
• Developing and maintaining a culture of trust where students feel safe and can share issues and concerns.
• The ethos of the school being one of positive reinforcement with a system of rewards for attendance good behaviour, effort and achievement.

8.Monitoring, evaluation and review

All staff will be notified of all cases of bullying at the morning handover meeting, so that the nature and extent of the bullying can be carefully monitored.

Monitoring will be carried out regularly to evaluate the effectiveness of the policy. The policy will be promoted and implemented throughout the school.

9.Support Organisations

Online cyber bullying
Child Exploitation Online Protection Centre (CEOP): CEOP offers support for young people about online sexual abuse or inaproriate communication online.

Website: http://ceop.police.uk

Childline: Childline offers a range of fact sheets aimed at supporting young people, including ones on bullying. They also offer a phone advice and support line along with online support.

Website: http://www.childline.org.uk

Telephone: 0800 11 11

Diana Award (Anti-Bullying organisation)

The Diana Award is a website dedicated to reducing bullying and offers a range of online support for young people.

Website: www.diana-award.org.uk

Anti Bullying Alliance

The Anti Bullying Alliance offers a range of training for staff and students around identifying bullying, bullying and the law along with other related topics.

Website: www.antibullyingalliance.org.uk Other

Other useful website resources:

www.beatbullying.org www.ace-ed.org
www.11million.org.uk
www.actagainstbullying.com
www.kidsape.org.uk
www.stoptextbully.com
www.nspcc.org.uk
www.victimsupport.com
www.mosaicyouth.org.uk
www.kooth.com
www.revengepornhelpline.org.uk