ANTI-BULLYING POLICY

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This policy is underpinned by Newbury Hall’s core values as expressed in our aims & ethos. It is based on the Department for Education guidance ‘Preventing and Tackling Bullying’ (2017) and ‘Keeping Children Safe in Education’ (2019).

Newbury Hall is committed to promoting positive attitudes and behaviour among all its members, which includes an anti-bullying culture that pervades the school community and that all staff are expected to promote. All pupils should be and feel safe to learn.

Related policies & legislation

Anti-cyberbullying, Safeguarding & Child Protection, Behaviour Management, Complaints (Student), E-safety, Searches (Persons, Possessions, Rooms), PSHE, etc.


Objectives

To clarify the school’s procedures around identifying, preventing and responding to incidents of bullying.

Responsibilities

- The Head of School & Education will take overall responsibility for this policy, publishing it and ensuring that it is implemented properly, including the proper application of disciplinary measures
- Governors will take a lead role in monitoring and reviewing this policy
- All staff will support, uphold and implement this policy accordingly
- Parents/carers will support their children and work in partnership with the school
- Pupils will abide by the policy

The school learns from good anti-bullying practice elsewhere and will use support from West Berkshire Council and other relevant organisations when appropriate.

Definition

Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally.” Preventing and Tackling Bullying (2017)

Bullying is a form of peer-on-peer emotional abuse and as such is a de facto safeguarding issue that can cause severe and adverse effects on a child’s otherwise normal development.

Bullying can happen to anyone.

Types

Bullying can include making offensive comments such as name calling, mocking, teasing, taunting, gossiping and spreading malicious rumours; offensive writing such as messages, emails or graffiti; physical aggression such as kicking or hitting; theft; excluding people from groups. It includes the same
unacceptable behaviours expressed online as cyberbullying: sending offensive messages, photos or videos by phone, text, instant messenger, through gaming, websites, social media sites and apps.

Bullying can be:

- Related to physical appearance
- Of young carers, children in care or otherwise related to home circumstances
- Related to physical or mental health conditions
- Physical, emotional, sexual or cyber
- Prejudicially (against people with protected characteristics) related to race, religion, faith and belief or their absence; ethnicity, nationality or culture; special educational needs or disability (SEND); sexual orientation (homophobic, biphobic, etc); gender-based, including transphobic, etc
- Against teenage parents (pregnancy and maternity under the Equality Act)

School ethos

Newbury Hall recognises that all forms of bullying, especially if left unaddressed, can create an impediment to learning and have profound consequences on mental wellbeing. By effectively preventing, promptly responding to and appropriately supporting victims and perpetrators of bullying we can help create a safe and disciplined environment where all pupils are able to fulfil their potential.

Some members of our community, such as those with SEND, may be more vulnerable to bullying and its impact than others. Knowing this, we can develop effective strategies to intervene.

Students are expected to uphold the anti-bullying policy, knowing that bullying concerns will be dealt with sensitively and effectively.

The school recognises the potential impact of bullying on the wider family of those affected and so will work in partnership with parents and carers regarding all reported bullying concerns, will seek to keep them informed at all stages, and will deal promptly with grievances regarding our response to bullying in line with our complaints policy.

Responses

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.

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 Designated Safeguarding Lead (DSL) will take a lead in responding to concerns reported about bullying, interviewing all those involved, speaking with and informing other staff members where appropriate, ensuring parents and carers are kept informed about actions taken as appropriate and in line with safeguarding and matters of confidentiality.

The sanctions and support outlined in the Behaviour Management Policy will be implemented in consultation with all parties concerned as appropriate. Other agencies may be consulted or involved, such as the police if a criminal offence has been committed, or other local services including early help or children’s social care if a child is felt to be at risk of significant harm. Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and will collaborate with other schools as appropriate.

A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures and statute. This will include recording appropriate details regarding decisions and action taken.
Anti-cyberbullying

See www.childnet.com for advice and procedures respected by Newbury Hall.

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.
- Try to identify the person responsible, including: looking at use of the school systems; identifying and interviewing possible witnesses; contacting the service provider and the police, if necessary
- Impose sanctions in line with the Behaviour Management Policy
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation
- Work with the wider community and local and national organisations to provide further or specialist advice and guidance, which may include involvement from the police or referrals to Early Help, Specialist Children’s Services, or the Children and Young People’s Mental Health Service (CYPMHS).

Adults

Newbury Hall recognises that the bullying of staff or parents by pupils, parents or other staff is unacceptable and will offer support such as an opportunity to discuss the concern with the Designated Safeguarding Lead or other relevant staff member, advising them to keep a record of the bullying as evidence and discussing how to respond and build resilience, as appropriate.

Adults who have perpetrated the bullying will be helped by discussing what happened with the Designated Safeguarding Lead or other relevant staff member.

Preventing bullying

The whole school community will:

- Create and support an inclusive, mutually respectful, considerate and caring environment
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children
- Recognise the potential for children with SEND and disabilities to be disproportionately impacted by bullying, and will implement additional pastoral support as required
- Openly 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
- Challenge practice and language (including ‘banter’) which does not uphold the school values of tolerance, non-discrimination and respect towards others
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying
- Celebrate success and achievements to promote and build a positive school ethos

The school will:

- Facilitate support and concern-reporting for all pupils, staff and parents or carers
● Regularly update and evaluate its practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour

● Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying reported which involves or affects pupils, even when they are not on school premises; for example, when using school transport or online, etc

● Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable

● Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied

● Train all staff to identify all forms of bullying and take appropriate action, following the school’s policy and procedures, including recording and reporting incidents

● Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the student council, etc

● Collaborate with other local educational settings as appropriate

● Include students:
  ○ Provide opportunities to develop pupils’ social and emotional skills, including building their resilience and self-esteem
  ○ Regularly survey students on the extent and nature of bullying
  ○ Ensure that all pupils know how to express worries and anxieties about bullying
  ○ Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
  ○ Publicise the details of internal support, as well as external helplines and websites
  ○ Offer support to pupils who have been bullied and to those who are bullying to address the problems they have

● Include parents and carers:
  ○ Ensure they are aware that the school does not tolerate any form of bullying
  ○ Ensure all parents and carers know how and who to contact if they are worried about bullying, and where to access independent advice
  ○ Work with any parents, carers and the local community to address issues beyond the school gates that give rise to bullying.
  ○ Work with parents to help them role-model positive behaviour for pupils, both on and offline.
  ○ Ensure all parents and carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Links

General


SEND

Cyberbullying


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

LGBT


Sexual harassment and sexual bullying


Additional links can be found in ‘Preventing and Tackling Bullying’ (2017) www.gov.uk/government/publications/preventing-and-tackling-bullying

Signed:

Alex McNish, Head of School & Education, on 01.03.20