

Haverstock School



Anti-Bullying Policy

POLICY REVIEWED JULY 2015

RATIFIED BY GOVERNING BODY NOVEMBER 2015

Introduction

We want to make sure that all pupils feel safe at Haverstock School and accepted into our school community. Our ethos is one of inclusion and mutual respect. Bullying of any kind will not be tolerated, whether it is a one-off incident or an on-going issue. Bullying can be verbal or physical and includes any form of cyber-bullying. It can be directed at both staff and pupils.

We work hard to prevent bullying in our school by ensuring that our ethos of inclusion and mutual respect is at the heart of our curriculum and everything we do. We make it very clear to pupils what is expected of them in terms of respecting their peers, the staff and the wider community in general.

If an allegation of bullying is made, the school will take it seriously and act as quickly as possible to establish the facts and take action if required.

Bullying is defined as 'deliberately hurtful behaviour, repeated over a period of time. Bullying results in pain and distress to the victim. One person or a group of students can inflict the hurt.

Bullying is never justified and is not excusable such as 'kids are kids' 'I was just joking' or any other explanations. The victim is never 'responsible' for being a target of bullying. 'Banter' is not a word that we accept in our vernacular, so-called 'banter' is often related to bullying.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms for instance, cyber-bullying via text messages or the internet, and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Forms of Bullying

There are many different forms of bullying; these can be seen in detail below and examples of each form are given.

Forms of Bullying	Examples
Verbal	<ul style="list-style-type: none"> • Name calling • Cussing • Spreading rumours • Offensive Language • making jokes • making threats <p>Examples: 'Your mum', 'You have no friends – no-one likes you', 'sket,' 'waste man.'</p>
Physical	<ul style="list-style-type: none"> • Using violence against a person • Stealing someone's possessions <p>Examples: Kicking, Punching, Throwing objects at them, Spitting</p>
Sexual	<ul style="list-style-type: none"> • Sexualised comments • Unwanted physical touching • Drawing/writing about a persons' body parts • Peer pressure to perform sexual acts <p>Examples: grabbing of body parts e.g. bottom, breasts,</p>
Visual	<ul style="list-style-type: none"> • Graffiti • Offensive notes • Destroying someone's property • Offensive gestures <p>Examples: written messages on the toilet walls or on their book</p>
Emotional	<ul style="list-style-type: none"> • Being left out or ostracised • Peer pressure (pressurising someone to behave in a certain way) • To isolate or ignore someone • Belittling someone • Being unfriendly <p>Examples: hiding possessions, encouraging others to dislike them</p>
Racial/religious	<ul style="list-style-type: none"> • Racial taunts • Gestures • Physical threats directed at one's race, religion, ethnicity or culture <p>Examples: making comments about students (Somali, refugee), pulling female's scarf (qamaar), specific comments 'you stink of curry'</p>
Homophobic	<ul style="list-style-type: none"> • Name calling – focusing on the issue of sexuality • Gestures and threats <p>Examples: comments about appearance, voice, clothes and characteristics or 'you're so gay.'</p>
Cyber	<p>When any areas of internet and modern technology are used to demean or hurt people, for example:</p> <ul style="list-style-type: none"> • Text messages • Email • MSN, facebook, Twitter, • Misuse of technology (camera and video facilities on phones) • BBM, Instagram, Youtube, Snapchat ,What's App <p>Examples: filming of fights/happy slapping and placing on Youtube, comments on MSN walls(see E-safety policy)</p>

Signs and Symptoms of Bullying

A young person may indicate by signs or behaviour that he or she is being bullied. These signs and behaviours could indicate other problems, but bullying should be considered a possibility. The key is recognising a change in the behaviour of a young person.

Signs and Symptoms	
Physical	<ul style="list-style-type: none"> • Bruises/marks on skin, • Ripped, unkempt clothes • Self-harm, • Crying – showing emotions, • Increased aggression, • Loss of appetite, • Weight loss/gain • Being ill with no obvious ailments i.e. period pains, stomach ache • Looking miserable/low • Tired, clearly not sleeping • Quietness • No eye contact • Personal hygiene – not washing or caring for oneself
Emotional	<ul style="list-style-type: none"> • Withdrawn • Change in emotions/reactions • Jumpy • Moody • Depressed
Social	<ul style="list-style-type: none"> • Often alone at school • Staying in his/her room at home, refusing to come out • Refusing to walk to school and/or begging for a lift • Change in routine • Lack of/reduction in communication • Disruptive behaviour • Asking for additional money or stealing • Hanging around at the end of a lesson • Not going out for break/lunchtime • Trying to fit in (change of dress) • Change in friendship group • Dramatic change in appearance
Academic	<ul style="list-style-type: none"> • Losing interest in work • Not going to specific lessons • Dramatic drop in grades • Poor behaviour

What can you do?

There is a job for us all if we want to reduce bullying at Haverstock School.

Pupils should.....

Victims should seek help and not accept that this is how they should be treated

- Tell a family member, parents older/younger sibling
- Tell a member of staff who you trust
- Tell a friend, friends give support and may help to give you the courage to inform a teacher
- Write a note to a teacher or someone that you trust in school

If you see another student getting bullied

- Help the victim by telling a teacher
- Don't support or join in with the bully
- Don't encourage through laughing

Parents of Victims should...

- Expect the school to be aware of all the different types of bullying and take all bullying seriously
- Expect the school to support the parents of bullied children
- Help their son/daughter to be assertive but not aggressive and support the school's efforts to do this
- Communicate regularly with their child and talk openly about what is happening in school
- Recognise changes in behaviour
- Encourage their son/daughter to tell the school what is happening
- Provide opportunities for their son/daughter to talk to other adults

Parents of Bullies should...

- Expect the school to support the parents of those who are bullying
- Talk with their son/daughter about why they treat another student in this way
- Support the sanction put in place by the school: warning, detention, internal exclusion, external exclusion

Teachers/School should....

- Talk to other students to get a full picture and remove all pressure from the victim
- Approach members of staff/teachers to see if they have recognised any bullying
- Staff to be vigilant and report ALL incidents and record on Behaviour Watch, it could be a pattern
- Approach the victim and offer support or guidance
- Not mention the victim's name in tackling the issue
- Organise a meeting with victim, bully and parents (if appropriate)
- Follow school systems (see below)
- Offer the victims support (see below)

Haverstock School system

Procedures

1. Report bullying incidents to staff (Staff to forward information to Tutor, PTL, CTL or SLT)
2. The incidents of bullying should be recorded on Behaviour Watch
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, the Safer School's Officer will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

1. The bully (bullies) may be asked to genuinely apologise; other consequences may take place
2. In serious cases, internal or external exclusion will be considered
3. If possible, the pupils will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

Supporting the pupils

The school offers a wide range of interventions to support young people through difficult times including bullying, where necessary support can be put in place relatively quickly. A referral will usually be a result of a 3-way discussion between parent, student and school namely, Tutor or PTL.

Possible Support Interventions:

- Tutor, PTL and SLT monitoring and support
- School counsellor service
- Encourage participation in confidence boosters i.e. drama and sports activities
- *Meetings or discussions with other victims*
- Counselling/Mediation between the bully and victim – with support and supervision
- Attempt different methods of encouraging victims to talk
- Restorative Justice
- *Circle Time*

Appendix 1

Anti-Bullying Statement – To be included in Havafax

The Haverstock School community rejects bullying of any kind.

Bullying is behaviour that is deliberately designed to intimidate and control others and which leaves a person unhappy, bewildered, frightened or threatened. Bullying can be:

- Emotional - being unfriendly, excluding, tormenting
- Physical - pushing, kicking, hitting, punching or any use of violence
- Discriminatory – prejudiced remarks, graffiti and gestures on grounds of race, gender, sexuality or disability can constitute
- Sexual - unwanted physical contact, sexually abusive or offensive comments
- Verbal - name-calling, sarcasm, spreading rumours, teasing

Bullying may also occur through malicious text messages on mobile phones, on social networking sites or through emails.

Haverstock School will:

- Take consistent action on all incidents of bullying behaviour. In serious cases the school may permanently exclude those responsible for bullying.
- Heighten the awareness of all staff, parents and pupils about what is regarded as bullying behaviour.
- Educate pupils in proper behaviour.

Any pupil who is aware that someone is being bullied or feels they might be a victim of bullying should talk to their Tutor, PTL, or any other member of staff immediately.

Appendix 2

Further sources of information

Other departmental advice and guidance you may be interested in DfE Behaviour and Discipline in Schools Guidance

Legislative links Schools' duty to promote good behaviour: Section 89 Education and Inspections Act 2006 and Education (Independent School Standards) (England) Regulations 2010

Power to tackle poor behaviour outside school The Equality Act 2010

Specialist organisations

The Anti-Bullying Alliance (ABA):

Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

Beat Bullying:

A bullying prevention charity with an emphasis on working directly with children and young people. In addition to lesson plans and resources for parents, Beat Bullying has developed a peer support programme for young people affected by bullying.

Kidscape:

Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

The Diana Award:

Anti-Bullying Ambassadors programme is being designed to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors. The BIG Award: The Bullying Intervention Group (BIG) offer a national scheme and award for schools to tackle bullying effectively. Restorative Justice Council: Includes best practice guidance for practitioners 2011.

Ditch the label

One of the UK's largest, most ambitious and pioneering anti-bullying charities with innovation at our very core. Bullying is a learnt behaviour and we won't stop until it's over. They can offer bespoke student questionnaires on tackling bullying.

The BIG Award:

The Bullying Intervention Group (BIG) offers a national scheme and award for schools to tackle bullying effectively.

Restorative Justice Council:

Includes best practice guidance for practitioners 2011.

Cyber-bullying

ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves

Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.

Digizen: provides online safety information for educators, parents, carers and young people. 11

Advice on Child Internet Safety 1.0: The UK Council for Child Internet Safety (UKCCIS) has produced universal guidelines for providers on keeping children safe online.

LGBT

EACH: A training agency for employers and organisations seeking to tackle discrimination on the grounds of gender and sexual orientation. Schools Out: Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education. Stonewall: An LGB equality organisation with considerable expertise in LGB bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers.

SEND

Mencap: Represents people with learning disabilities, with specific advice and information for people who work with children and young people. Changing Faces: Provide online resources and training to schools on bullying because of physical difference.

Cyberbullying and children and young people with SEN and disabilities: Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying

Racism

Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism.

Kick it Out: Uses the appeal of football to educate young people about racism and provide education packs for schools.

Anne Frank Trust: Runs a schools project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.