



## Northgate High School

Policy Reviewed by Strategy Committee :	30 January 2017
Ratified by Full Governing Body	8 March 2017
Next Review:	2018-9
Signature of Chair of Governors:	

### ANTI-BULLYING POLICY

**Bullying is unacceptable and will not be tolerated. We will take all possible steps to resolve incidents of bullying.**

This policy aims to:

- encourage good relationships between pupils
- develop trust between pupils, staff and families
- prevent problems occurring
- suggest strategies for dealing with problems should they happen
- develop an understanding that nurturing self-esteem, developing good relationships between people and resolving differences are responsibilities which are shared between the home, the community and school.

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#### Definition of bullying

A pupil is being bullied when another pupil or a group of pupils is repeatedly unkind, either verbally, physically or emotionally. It may also involve unacceptable language of a racist or

homophobic nature. Cyber bullying is also included in this. This may include sending hurtful, threatening or abusive comments via the internet, social media, text or online gaming. Students are made aware that these forms of bullying are not anonymous and comments can be traced.

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### **Anti-Bullying Awareness in School**

Anti-bullying awareness is part of the Citizenship programme and our PART lesson programme . Our Anti-Bullying statement is reviewed by School Council representatives and is included in all Homework Diaries and Planners.

Assemblies focus on Anti-Bullying and we particularly recognise National Anti-Bullying Week in November each year. A number of musical artists have visited the school in recent years promoting an anti-bullying message including Antixx, Vanquish, JSol and Hussain, Sam Callaghan, and The Tailormade promoting their music careers and presenting an antibullying message. In January 2015, we welcomed the Stage Performance of Chelsea’s Choice – linked to online safety and pressure on-line. For the last two years, we have received presentations from One Punch Can Kill with Year 9 students taking part in a one hour presentation on personal safety told by the mother of a young serviceman killed by one punch. Posters from this 2016/17 Anti-bullying week are present around school. Students from the Anti-Bullying Ambassador team led assemblies during the week sharing the winning National Anti-Bullying week film.

We launched the Anti-Bullying Ambassador Team in 2014/15. Anti-Bullying Ambassadors have received training and will be listening and supporting students across year groups and are working alongside Student Support Workers at Student Services at lunchtimes. The Year 7s also have Peer Mentors (with them since the Year 6 induction Days) who they can approach with any concerns.

### **What should I do if I am being bullied...?**

- If you are feeling bullied, TELL. Tell your friend, tell a member of staff, tell your parents, tell one of the Anti-bullying Ambassadors or the Student Support Workers.
- Try not to react. Try to ignore comments.
- Do not give the bully any power. Remember it is the bully who has the problem.

Not you!

### What should I do if my child is being bullied...?

- Encourage your child to talk about their school life.
- Listen to your child and take seriously any reports of bullying.
- Try to establish the facts.
- Contact the school to report any incidents of bullying.
- Work with the school to develop strategies to support your child.
- ***Keeping your child at home does not solve the problem.***
- If your child is responsible for bullying make it clear that such behaviour is unacceptable.

### What will the school do if my child is being bullied...?

**When an incident of bullying is reported, the person receiving the information should:**

- Listen – **take the matter seriously** and **reassure the pupil.**
- **Record** – the nature of the bullying, frequency and background. If you cannot deal with it, refer to Student Support Workers or Head of Year.
- Interview the bully – listen and record.
- Consider both sides of the issue.
- Report back to all parties involved.
- Suggest action to re-establish good relationships between those involved as appropriate.
- Ensure support for the pupils involved.
- Provide rehabilitation and support for the bully to avoid any future events.
- Consider appropriate punishment for the bully.
- Involve families and other agencies as appropriate.
- Continue to monitor behaviour to ensure issue is closed.

Signed: \_\_\_\_\_ Head Boy

Signed: \_\_\_\_\_ Head Girl

Signed and approved: \_\_\_\_\_ Chair of Governors

Date: 8<sup>th</sup> March 2017

**To be reviewed on: see Policy Review schedule**