



**NETHER STOWE SCHOOL**

**Anti-Bullying and**  
**Respect For All Policy**

**Date: January 2016**

**Approved by the Governing Body: 1<sup>st</sup> February 2016**

**To be Reviewed: January 2017**

## Key Principles

Everyone has the right to learn and work in an environment free from harassment or discrimination and where there is mutual respect and co-operation. Bullying of any kind is unacceptable and will not be tolerated. If it does occur it will be dealt with promptly and effectively.

Our aim is for all students to:

- Be healthy
- Stay safe
- Enjoy life and achieve their full potential
- Be interested and fully involved in the community in which they live
- Achieve economic independence

This school aims to work with staff, pupils and parents to create an inclusive school community where bullying is not tolerated and all its members are respected. We are a TELLING school as bullying may continue if it is not reported or if it is not acted upon. Nether Stowe will, as far as it is practicable, endeavour to proactively deal with the effects of bullying so that all members of its community can grow and develop in safety; free from prejudice and any situation where they do not feel valued.

This policy has been drawn up through the involvement of the whole school community and has links to the following documents:

- Equality and Diversity Policy
- Behaviour Policy
- Acceptable Use Policy (Internet safety)
- Safeguarding Policy (Child Protection)
- Complaints Procedures

The policy reflects the requirements of the Children Act (1989), The Education and Inspection Act (2006) and the Equality Act (2010)

### **WHAT IS BULLYING?**

Bullying is **“Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally”**.

Specific types of bullying include:

- bullying related to race, religion or culture;
- SEN or disabilities;
- appearance or health conditions;

- sexual orientation;
- bullying of young carers or looked after children or otherwise related to home circumstances;
- sexist or sexual bullying.

Bullying can take place between pupils, between pupils and staff, parents and staff or between staff; by individuals or groups; face-to-face, indirectly or using a range of cyber bullying methods.

It can include:

- name calling, taunting, mocking, making offensive comments,
- any physical attack,
- taking belongings,
- inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger),
- sending offensive or degrading images by phone or via the internet or producing offensive graffiti,
- gossiping,
- excluding people from groups and spreading hurtful and untruthful rumours.

Cyber bullying can be defined as the use of information and communications technology particularly mobile phones and the internet, deliberately to upset someone else. Cyber bullying that occurs while pupils are under the schools direct supervision will be dealt with in line with the schools behaviour policy. In cases where cyber bullying occurs while pupils are outside our direct supervision (i.e at home), parents will be encouraged to report these incidents to the police as criminal laws (such as those pertaining to harassment, threatening and menacing communications) may apply. The school wherever possible will support parents in this, and may impose a sanction.

## **THE LAW**

- Nether Stowe endeavours to comply with the legal requirements placed on schools and governing body to “encourage good behaviour and respect for others on the part of pupils and in particular preventing all forms of bullying among pupils” Education and Inspections Act 2006, section 89.
- Schools are required to comply with the new equality duty ‘The Equality Act 2010’. The public sector equality duty has three aims:
  1. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
  2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
  3. Foster good relations between people who share a protected characteristic and people who do not share it.

## **Implementation**

All members of the Nether Stowe School community are responsible for developing a bullying free environment by following strategies to prevent bullying and “telling” if they think bullying is taking place. The school’s Right’s and Responsibility document reinforces the school’s expectations as to how members of the school community should conduct themselves.

Pupils and parents are encouraged to report bullying to any member of staff, prefects and Blue Tie Buddies. Incidents are in the first instance referred to the pupil’s Head of Year.

Heads of Year will investigate, take appropriate action and promptly inform parents using usual school procedures.

Senior Leader with responsibility for pastoral care will:

1. Monitor, review and evaluate the school’s anti-bullying policy and procedures.
2. Report to the Senior Leadership Team the outcomes from monitoring exercises.
3. Arrange training and development work linked to the policy
4. Report to the Headteacher on the effectiveness of this policy.
5. Report outcomes of monitoring to the Pastoral Committee of the Governing Body through a termly behaviour report
6. Maintain a log of any bullying incidents and report to the LA as appropriate. This is in addition to any incidents relating to protected characteristics as identified in the Disabilities Equality Policy.

Governors are responsible for:

1. Agreeing, evaluating, developing and reviewing the Anti Bullying Policy and procedures on a regular basis.
2. Questioning the Headteacher and others to ensure that the policy is implemented effectively.

### **SIGNS OF BULLYING MAY INCLUDE**

- Poor or deteriorating work
- Reluctance to come to school, feigning illness
- Possessions being lost or damaged
- Unwillingness to walk home, use the bus, mix with other students
- Withdrawn, unhappy or sudden change in behaviour
- Injuries not adequately explained by student
- Indications of self-harm

## **TACKLING BULLYING**

The aim of any anti-bullying intervention is to safeguard and support the victim, discipline and modify the behaviour of the bully with a view to prevent, de-escalate and stop further incidents of harmful behaviour.

Assistant Headteacher (Pastoral), Assistant Headteacher (Safeguarding/SEND), Heads of Year and Pastoral support workers are available to offer advice/support regarding bullying/harassment issues to any member of staff or parent.

We evaluate our approach by surveys for all stakeholders, data collection (incidents are logged on a central database), talking to parents, pupils, staff and Governors and believe that our work is effective because students report that they generally feel safe at school and that they know who to report bullying to should they be a victim or witness it.

## **STRATEGIES FOR PREVENTING BULLYING**

We ensure that there is a promotion of an open and honest anti-bullying ethos in the school  
All staff must model appropriate behaviour in the way they talk to and behave towards students

Our PSHE programme discusses issues such as diversity and anti-bullying messages

We have a calendared anti-bullying week

Assemblies promote a sense of community

Discussions and role play in Drama, English and RE draw out anti-bullying messages

We promote the use of 'Worrybox'. [Worrybox@netherstowe.com](mailto:Worrybox@netherstowe.com) – Telling via email

Transition support

An 'Acceptable Internet Use' policy is signed by all and e-safety is discussed in ICT lessons.

There is ongoing staff training

We ensure adequate staff supervision at lunch and break times as well as

Appoint and effectively deploy Year 11 Prefects

We have and apply clear policies for Behaviour and Uniform

Our Home school agreement is signed by all pupils and parents

We deploy Blue Tie Buddies

We take note of ideas and issues raised by stakeholders to ensure that all steps to prevent bullying are taken

## **RESPONDING TO BULLYING**

We investigate all allegations of bullying promptly and fully, obtaining statements from victim and witnesses

### **STRATEGIES FOR DEALING WITH THE BULLY INCLUDE:**

Disciplinary sanction imposed (exclusion or isolation)

Engage promptly with parents to ensure their support and involvement

Restorative justice approaches taken as appropriate

One to one interviews with Pastoral staff

Counselling offered

Work with the educational psychologist

Anger management strategies discussed

**STRATEGIES TO SUPPORT A VICTIM INCLUDE:**

Disciplinary sanctions as appropriate applied to the bully

Counselling offered

Mediation

Support from Pastoral Team

One to one parental interview /parental support and involvement

Self-assertive strategies discussed

Approved by Governors: 1<sup>st</sup> February 2016

This Policy will be reviewed: January 2017

# **Appendix 1**

## **Rights and Responsibility Document**

**Please refer to the  
Behaviour for Learning Policy**