



Bullying/Cyber Bullying Awareness Policy

The Governors, staff, parents and children of Northside School will not tolerate bullying in any form. We are committed to working together to ensure everything possible is done to prevent it occurring. Bullying will be dealt with swiftly using a consistent whole school approach.

Definition

Bullying is a deliberately hurtful, threatening or frightening act directed repeatedly against someone. It does not have to be physical and can encompass the use of technology e.g. derogatory comments on chat rooms & e-mails or filming bullying using mobile phones (cyber bullying). It can be persistent teasing, name calling, sexist remarks, racist or religious intolerance, homophobic or regarding someone's disability. Bullying is a conscious act and is often planned and repeated. It may also be psychological.

Possible signs of bullying

- sudden change in behaviour - naughty/aggressive, tearful/clingy
- deterioration of work
- poor concentration
- refusal to join in activities
- finding excuses not to go outside to play
- sudden increase in anxiety about going to school
- uncharacteristic desire to be with an adult all of the time
- loss of, or damaged personal property
- not eating
- extra requests for pocket money

Raising Awareness

To deal effectively with bullying it is important to raise awareness of all concerned. We do this by:

- using the bullying and behaviour units in the SEAL materials
- having specific assemblies & class discussions
- using circle time as a platform for children to discuss their feelings
- using stories and role-playing situations so that children understand more about the cause and the consequence of bullying.
- following a social skills/anger management programme for identified pupils via the Learning Mentor
- surveying the children regarding their experiences via a questionnaire
- having 'worries and concerns' boxes in each classroom
- following national initiatives such as 'Anti-bullying' week
- participating in Internet Safety Day activities/e-safety lessons/pupils signing an acceptable use agreement

Children will be helped to develop tolerance and be able to empathise with others. We will encourage them to talk with the staff and to their parents.

Communication between children, parents and staff is the key to success. Parents must inform the school if they suspect that bullying is taking place so that we may act quickly.

Strategies for dealing with bullying

At Northside all reports of bullying will be taken seriously. We will always listen, investigate and act. We will endeavour to bring together victim and bully to try to resolve the problem. Parents may be informed. To aid this, specific members of staff have trained in the 'restorative justices approach to overcoming conflict'. However, all staff will:

- make it clear that bullying is wrong and will not be tolerated
- listen to all points of view
- encourage children to report being bullied or witnessing bullying
- identify all concerned and speak to them individually
- reassure the victim
- encourage the bully to see the incident from the victim's point of view
- record all incidents of bullying in KS1 or KS2 incident book
- employ a suitable sanction in line with behaviour policy
- inform both sets of parents
- where extra help is needed, advice will be sought from outside agencies to help set up a support programme for bullies and victims where necessary
- children are taught how to use & put any concerns into the class 'worry' boxes. These are checked weekly by the LM.

Physical Intervention

The senior management and other members of staff have been trained on the use of restrictive physical intervention. However, where a child is in danger of hurting either themselves or someone else, all adults are legally obliged to intervene. Incidents must be recorded on the controlled stationery (kept in office) and a copy sent to the borough.

The Role of the Parents

If this policy is to succeed it is essential that parents and school work in partnership. Parents have an invaluable role to play by:

- watching for changes in their child's behaviour
- encouraging their child to talk about anxieties
- talk calmly to establish what is happening
- making an appointment to come into school to see class teacher when concerned
- working with the school to solve the problem.

Please see other relevant policies eg: ICT, Internet Safety

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