



The Norwood School

Anti-Bullying Policy

June 2021

Statement of Intent

The Norwood School is committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere where they feel safe. Bullying of any kind is not tolerated at our school. If bullying does occur, all pupils should be able to report it and know that incidents will be dealt with promptly, consistently and effectively. We encourage anybody that knows bullying is happening to tell a member of staff, or to report it on the school's website anonymously.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is, know the school policy on bullying, and follow it when bullying is reported.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

What Is Bullying?

There is no legal definition of bullying. However, for the purpose of this policy it is defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include physical assault, teasing, making threats, name-calling, as well as cyberbullying (bullying via mobile phone or online through the Internet). For example this could be:

- Emotional being unfriendly, excluding others, tormenting (e.g. hiding possessions, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic focussing on the issue of sexuality, ridiculing, homophobic taunts
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Online All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who bully others need to know it is not

acceptable and will be helped to learn different ways of behaving. Bullying will not be tolerated.

Signs and Symptoms

It's important that members of staff, parents and carers are aware of signs that **might suggest** a child is being bullied. Such signs could include:

- Changes to a daily routine, including difficulty in sleeping and waking in the night, or loss of appetite
- An unwillingness to go to school, illness in the morning or truanting
- Withdrawal from others, anxiety, or lacking in confidence
- Changes to travel arrangements to or from school
- Changes to attitude to school work
- Possessions which are damaged or "go missing"
- The need for money, or concerns about having sufficient money, as well as unexplained losses of money
- Unexplained cuts or bruises, or changes to appearance
- Out of character aggressive, disruptive or unreasonable responses
- Being frightened or unwilling to say what is wrong
- Increased concern over use of a mobile phone or social media
- Attempts or threats of suicide or running away

These signs and behaviours could indicate several problems, but bullying should be considered a possibility and should be investigated where it is believed to be necessary.

If a pupil is struggling to come to school or has not been attending for any reason, a home visit from the Home School Liaison Officer may be arranged.

Procedures

1. Encourage the pupil to report bullying incidents to staff.
2. Where the child is unable or unwilling to do this, parents should report bullying incidents to staff. This can be done by contacting the Form Tutor or Head of Year.
3. In cases reported in school, parents will be informed.
4. If necessary and appropriate, the police may be informed and/or 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. This will include using a restorative approach to repair any harm and allow the perpetrator to accept responsibility. The school's behaviour policy will be taken into consideration.
7. Where appropriate the pupil(s) may be referred to an external agency working within school to assist with rehabilitation following incidents of being bullied.

8. In accordance with the school's e-safety policy, if the bullying takes place online, the bully may be unable to use the ICT facilities in the school until the issue is resolved.

How The Norwood School responds to bullying

Each incident is dealt with individually and will take into consideration whether the perpetrator has been involved in any previous incidents of a similar nature. The possible actions include support for both the victim and the perpetrator.

Possible action(s) to be taken

All action will take into consideration the applicable school policies. Actions might involve:

- Internal or external education in a partnership school
- Use of restorative practices
- Verbal warnings
- Meetings with parents or carers
- The involvement of Behaviour Mentors
- Referral to outside agencies, including The Well Centre, CAMHs and Off the Record
- In the case of racist bullying, Lambeth Education Authority will be informed
- In some cases involvement of our Safer Schools Police Officer

Prevention

We will use various curriculum opportunities, assemblies, workshops and Tutor Time to help children to prevent bullying. As and when appropriate, these may include:

- Awareness of the school rules
- Signing a home school agreement
- Having discussions about bullying and why it matters
- Identifying the different forms of bullying and its effect in assemblies, Tutor Times, one off PSHE lessons, work presented to targeted groups from outside agencies
- Pupils and staff can refer to the behaviour policy
- The Catering Facilities in the school are cashless and no longer require pupils to bring cash into school as parents will be able to pay for the services online.
- There is a Breakfast Club before school that is well staffed and allows pupils to attend, providing a safe place to be before school. It also gives them an opportunity to discuss any issues with key staff in an informal way should the need arise.

Signposting of School Staff

- Mr R Cole – Senior Deputy Headteacher (Deputy Designated Safeguarding Lead)
- Mrs J Rose - Support Staff (Deputy Designated Safeguarding Lead)
- Ms E Imafidon – Pastoral Lead (Child Protection Officer)
- Heads of Year
- Deputy Heads of Year
- Behaviour Support Mentors
- Form Tutors and Co-Tutors

HELP ORGANISATIONS:

NSPCC Website

KIDSCAPE Parents Helpline

KIDSCAPE website

Parentline Plus

Bullying Online

www.nspcc.org.uk

0845 1205 204

www.kidscape.org.uk

0808 800 222

www.bullying.co.uk

To be reviewed Summer 2022