



ANTI-BULLYING POLICY

This policy applies across the whole school including the Early Years Foundation Stage (EYFS).

Aims and objectives

At Newcastle School for Boys, our community is based upon respect, good manners and fair play. We are committed to providing an environment that is free from disruption, violence and any form of harassment so that every one of our boys can develop his potential. We expect our boys to treat one another and members of staff with courtesy and co-operation so that they can learn in a relaxed but orderly atmosphere. All boys should care for and support each other.

Newcastle School for Boys prides itself on its respect and mutual tolerance. Parents have an important role in supporting the School in maintaining high standards of behaviour. It is clearly helpful where parents are able to support the values and measures represented within this policy and to discuss relationships, incidents and concerns in the same light.

Acceptance of this policy forms part of our standard terms and conditions. This policy is available to parents of boys and prospective boys on our website and on request. It is also available and known to staff including recently appointed staff.

Bullying, harassment and victimisation and discrimination will not be tolerated. We treat all our boys and their parents fairly and with consideration and we expect them to reciprocate towards each other, the staff and the School. Any kind of bullying is unacceptable.

Bullying can seriously damage a young person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. It can lead to serious and prolonged emotional damage for an individual, and, at its most extreme, suicide. Those who conduct the bullying or witness the bullying can also experience emotional harm, and the impact on parents and school staff can be significant.

Parents, who are concerned that their son may be being bullied, or may be a perpetrator of bullying, should contact his form tutor, class teacher or the appropriate member of the SLT immediately. We strongly advise against contacting other parents to sort out matters as in our experience this often complicates matters significantly.

Definition of bullying

“Bullying may be defined as: *Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally.*” Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies” DfE guidance (www.education.gov.uk)

Bullying is the intentional hurting, harming or humiliating of another person by **physical** (including sexual), **verbal** (including e-mail, chat room, SMS messages and postings on websites), and **emotional** means (by excluding, tormenting or spreading malicious rumours). It can involve interfering with, damaging or hiding another’s **property**. It can involve manipulating a third party to tease or torment someone. It can involve complicity that falls short of direct participation. Bullying is often hidden and subtle. It can also be overt and intimidatory.

Bullying may involve actions or comments that are **racist**, **sexual** or **sexist**, **homophobic**, which focus on religion, cultural background, disabilities, other physical attributes (such as hair colour or body shape) or special educational needs. Bullying exists in all walks of life, not just schools or certain types of schools. It is wrong and results in pain and distress to the victim and can directly affect other people (including family members), not just bullies and victims. Bullying can happen anywhere and at anytime and can involve everyone - pupils, other young people, staff and parents.

Cyberbullying - definition

Bill Belsey, the creator of the web site: www.cyberbullying.org defined this unpleasant and particularly intrusive phenomenon in the following terms:

“Cyberbullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others.”

Cyberbullying can involve social networking websites, like Facebook, Instagram and Snapchat, e-mails and mobile phones, used for SMS messages and as cameras.

The School’s response to bullying

At Newcastle School for Boys, we always treat bullying, including allegations of bullying, very seriously. It conflicts with the School’s Policy on Equal Opportunities, as well as with its social and moral principles. Bullying can be so serious that it causes psychological damage, eating disorders, self-harm and even suicide, and, whilst bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour.

Signs of bullying

Changes in behaviour that may indicate that a boy is being bullied include:

- Unwillingness to attend school
- Displays of excessive anxiety, becoming withdrawn or unusually quiet
- Failure to produce work, or producing unusually bad work, or work that appears to have been copied, interfered with or spoilt by others
- Books, bags and other belongings suddenly go missing, or are damaged
- Change to established habits (e.g., giving up music lessons, change to accent or vocabulary)
- Diminished levels of self-confidence
- Frequent visits to the School Office with symptoms such as stomach pains, headaches
- Unexplained cuts and bruises
- Frequent absence, erratic attendance, late arrival to class
- Choosing the company and presence of adults
- Displaying repressed body language and poor eye contact
- Difficulty in sleeping, nightmares
- Talking of suicide or running away

Although there may be other causes for some of the above symptoms, a repetition of, or a combination of these possible signs of bullying should be investigated by parents and teachers.

A victim's response at the time of an incident, e.g., appearing to laugh along, is not a reliable indicator as to whether behaviour may be deemed to be bullying.

Preventative measures

We take the following preventative measures to seek to ensure that bullying does not become a problem:

- All boys (including our youngest boys) are briefed thoroughly on the School's expected standards of behaviour. They are told what to do if they encounter bullying. We commit to ensuring that whistle-blowers who act in good faith will not be penalised and will be supported.
- All new members of staff are given guidance on the School's Anti-Bullying Policy and in how to react to allegations of bullying in their first week at Newcastle School for Boys. They are required to read this policy as part of their induction.
- Staff are supported by providing specialist advice when dealing with bullying associated with special educational needs, psychological or mental disability, or in circumstances where individuals feel out of their depth (e.g. if uncomfortable when called to deal with bullying associated with LGBT students).
- Encourage open discussion of the differences between people that could

motivate bullying, such as religion, ethnicity, disability, gender or sexuality which also serve to teach our boys that using any prejudice based language is unacceptable.

- We use appropriate assemblies to explain the School's position on bullying.
- The School curriculum seeks to promote awareness of individual responsibilities towards others. PSHE and tutor time offer particular opportunities for learning in this area. Our PSHE programme is structured to give boys an awareness of their social and moral responsibilities as they progress through the School. The programme is structured to enforce the message about community involvement and taking care of each other.
- Other lessons, particularly RS, English and Drama highlight the issue of bullying and reinforce this message by teaching moral and spiritual values that show bullying to be unacceptable and by developing social skills
- All our boys are encouraged to tell a member of staff at once if they know that bullying is taking place.
- All reported incidents are recorded and investigated in a timely fashion by members of the SLT, class or form tutors or other staff as appropriate. We always monitor reported incidents. Records of any incidents are kept securely by members of the SLT, Senior Tutors or class teachers in order that patterns of behaviour can be identified and monitored.
- We have a strong and experienced pastoral team of form teachers, tutors, senior tutors and SLT who support all staff and who are alert to possible signs of bullying.
- Our pastoral team gives support and guidance to other staff on handling and reporting incidents, and on the follow-up work with both victims and bullies.
- Staff are on duty at times when boys are not in class and patrol the school site, particularly areas where bullying might occur. They are alert to inappropriate language or behaviour.
- We encourage close communication between Form Tutors/Class Teachers and parents.
- Where appropriate we operate a peer support scheme, whereby older boys are encouraged to offer advice and support to younger boys.
- We reserve the right to investigate incidents that take place outside school hours, on school visits and trips and that occur in the vicinity of the school, involving our boys.
- We welcome feedback from parents and guardians on the effectiveness of our preventative measures through informal and formal feedback.

Cyberbullying preventative measures

In addition to the preventative measures described above, Newcastle School for Boys:

- Expects all boys to adhere to its **ICT Code of Conduct**. Certain websites are blocked by our filtering system and the School monitors boys' use of the internet.
- May impose sanctions for the misuse, or attempted misuse of the Internet.
- Issues all Senior School boys and Junior school boys with their own personal school e-mail address
- Offers guidance for boys and parents on the safe use of social networking sites and cyberbullying.
- Offers guidance on keeping names, addresses, passwords, mobile phone numbers and other personal details safe.
- Mobile phones are not permitted in classrooms, public areas of the School, or where they may cause annoyance to others.
- The use of cameras on mobile phones is not allowed including in changing areas.

Procedures for dealing with reported bullying - Senior School

If an incident of bullying is reported, the following procedures are adopted:

- The member of staff to whom it was reported or who first discovers the situation, will manage the situation, reassure and support the boys involved.
- He/she will inform an appropriate member of the pastoral team as soon as possible.
- The 'victim' will be interviewed on and may be asked to write an account of events.
- The 'bully', together with all others who were involved, will be interviewed individually and asked to write an immediate account of events.
- The incident should be recorded on an Incident Report Sheet and signed and dated before it is given to the Senior Tutor who is responsible for keeping all records of bullying and other serious disciplinary offences, securely in a locked cabinet.

- The Senior Tutor will inform the tutors of both the ‘bully’/’bullies’ and the victim[s] as soon as possible. In serious incidents, the Deputy Head (Pastoral) and/or the Headmaster should be informed.
- Parents of all parties should be informed and may be invited into school to discuss the matter. Their support should be sought.
- A way forward, including disciplinary sanctions and counselling, should be agreed. This should recognise that suitable support is needed both for boys who are being bullied and for boys who bully others, as well as dealing with appropriate disciplinary measures in accordance with the school’s Behaviour Management Policy.
- A meeting involving all the parties, with close staff supervision, might in some circumstances be helpful in developing a strategy for all concerned to close the episode.
- A monitoring and review strategy will be put in place.
- In very serious cases, and only after the Headmaster has been involved, it may be necessary to make a report to the police or to other agencies. However, it is the policy of Newcastle School for Boys to attempt to resolve such issues internally under the School’s own disciplinary procedures, unless the matter is of such gravity that a criminal prosecution is likely. The School may exclude a boy, either temporarily or permanently, in cases of severe and/or persistent bullying and in the event that the support put in place for the bully does not result in the modification of behaviour to an acceptable level.

Procedures for dealing with reported bullying - Junior School

The Heads of Juniors and Infants are in day-to-day charge of the management of behaviour in the juniors and infants respectively.

We explain to the boys why some forms of behaviour are unacceptable and hurtful to others. In the Infant school boys are expected to follow the Golden Rules which set out the high expectations for behaviour. Opportunities are taken during lesson time, assemblies and through PSHE/SEAL programmes to reinforce the importance of key messages. When/where necessary a child may be sent to see the Head of Juniors or Head of Infants as appropriate, who will explain the inappropriateness of a particular action. Parents will be informed in cases of repeated instances of hurtful or inappropriate behaviour. They will be invited into the school to discuss the situation with their son’s teacher and the Head of Juniors or the Head of Infants as appropriate and to agree a joint way of handling the situation.

Any significant incident of bullying and sanctions imposed will be recorded and kept in the boy’s individual file, kept in locked filing cabinets in the Head of Juniors’ and/or Head of Infants’ respective offices.

EYFS children

Our youngest boys are encouraged to behave towards each other with kindness and consideration. They have to learn to look after their own possessions and to respect other's possessions. We expect them to be honest, helpful and polite, and to work hard and to listen to others. They should respect everyone and learn to value differences and diversity. The Head of Infants is in day-to-day charge of the management of behaviour in Early Years.

We explain to boys why some forms of behaviour are unacceptable and hurtful to others. Boys are expected to follow the Golden Rules which set out the high expectations for behaviour. Opportunities are taken during lesson time, assemblies and through PSHE/SEAL to reinforce the importance of key messages. When/where necessary a boy may be sent to see the Head of Infants, who will explain the inappropriateness of a particular action. Parents are always informed when any sanction or reproof is needed and, in cases of repeated instances of hurtful or inappropriate behaviour, they will be invited into the School to discuss the situation with their child's teacher and the Head of Infants and to agree a joint way of handling the difficulty.

Any significant incident of bullying and sanctions imposed will be recorded and kept in the boy's individual file, kept in locked filing cabinets in the Head of Infants office.

Our ***Behaviour Management Policy*** is available on our web site and can be sent to parents on request.

Complaints Procedure

Parents and boys may use our complaints procedure (which is published on our website) if they feel that their concerns about bullying (or anything else) are not being addressed properly. Parents of EYFS children should be aware that they have the right to refer a complaint directly to Ofsted if they are unhappy with the way in which their complaint has been handled. The complaints policy explains how to complain to Ofsted.

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