

The aim of the Nunthorpe Anti-Bullying Policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying in all its forms is contrary to the ethos of Nunthorpe, is unacceptable and will not be tolerated. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively.

What is bullying? Bullying is defined as deliberately hurtful behaviour, often repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are: **Physical** –pushing, hitting, kicking or any use of violence -**Verbal** – name-calling, sarcasm, racist and homophobic remarks - **Indirect** - spreading rumours, tormenting, excluding someone from social group -**Cyberbullying** - the use of mobile telephones, emails, chat rooms, instant messaging. (See Nunthorpe Cyberbullying Policy Staff/Students)

Signs of bullying. Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Students are encouraged to report bullying at Nunthorpe.

Procedures for reporting. Any student who feels that they are being bullied or witnesses bullying should report this to their tutor or other member of staff of their choice - If they are scared to tell a teacher or an adult on their own, they should ask a friend to go with them - Tell their family and ask them to tell their teacher - Nunthorpe has a confidential email address anti-bullying@nunthorpe.co.uk

Responding to bullying. Nunthorpe's teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with The Nunthorpe Policy Statement on Bullying. The Support Inclusion and Guidance Officer, Mr Neil Barker, will investigate serious incidents. Senior members of staff including Pastoral or Curriculum Directors of Learning, Assistant or Deputy Head Teachers will support him. Tutors and Pastoral Directors of Learning of those students involved will be made aware of any incident by means of a brief written report. This will be attached to students files for future reference and also help identify any patterns or repeat behaviour. Parents/ carers will be kept informed.

Cyberbullying by its very nature will always require further investigation. If it involves mobile telephones or other multimedia devices these should be confiscated to enable investigators to examine them. The Nunthorpe Internet and Network Usage Policy clearly outlines policies in relation to Computer systems, Internet, email, mobile telephone and multimedia use.

Members of staff, students and their parents/carers agree to and sign The Nunthorpe Internet and Network Usage Agreement. Please also refer to Nunthorpe Cyberbullying Policy –Staff.

Advice and support. Nunthorpe students are provided with accessible sources of advice and support. A student who feels they are being bullied or has witnessed bullying may approach any member of staff, who will be sympathetic and ensure that the matter is dealt with as quickly as possible. Pastoral Directors of learning, their Assistants and Form Tutors can provide advice, reassurance and support to any student who has been subject to bullying and help in restoring self-esteem and confidence - If necessary Pastoral Directors of Learning can arrange counselling for victims of bullying or indeed the bullies with the Support, Inclusion and Guidance mentor - Students who have bullied will be helped by discussing what happened - discovering why the student became involved - establishing the wrong doing and need to change - informing parents or carers to help change the attitude of the student

The following disciplinary steps can be taken:-official warnings to cease offending - detention -exclusion from certain areas of school premises – inclusion within DANS - minor fixed-term exclusion - major fixed-term exclusion - permanent exclusion

Strategies for prevention and reduction. Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSYCCE, form tutorial time, assemblies and subject areas, as appropriate. The issue of bullying will also appear on the agenda for staff meetings, governors meetings, and parent's evenings in an attempt to eradicate such behaviour.

Monitoring, evaluation and review. The policy will be promoted and implemented throughout the school. Nunthorpe will review this policy annually and assess its implementation and effectiveness. It is suggested that this review should take place each September.

Please refer to The Nunthorpe Policy Statement on Bullying for further details.

Date: September 2009.

Neil Barker Support, Inclusion and Guidance Officer.