



North Star School

Anti-Bullying Policy

November 2021

Review date: November 2022

Statement of Intent

We are committed to providing a caring, friendly, and safe environment for all our young people allowing them to learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable in our organisation and will not be tolerated.

If bullying does occur, all students should be able to tell North Star School Staff and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell the staff.

Likewise, if staff are aware that this is happening they have a duty of care and must act immediately.

This policy is linked to our Behaviour Policy, Complaints Policy, Equality and Diversity Policy, Safeguarding Young People Policy and Acceptable Use Policy

Objectives of this Policy

- All teaching and non-teaching staff, pupils and parents/carers should have an understanding of what bullying is.
- All teaching and non-teaching staff should know what North Star School's policy is on bullying, and follow it when bullying is reported.
- All learners and parents should know what North Star School's policy is on bullying, and what they should do if bullying arises.
- Learners and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.



What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

The Anti-Bullying Alliance defines bullying as ‘the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.’

Bullying can be:

- Emotional -being unfriendly, excluding, tormenting, ridiculing, spreading rumours, humiliation
- Physical -pushing, kicking, hitting, punching, intimidating behaviour or any use of violence,
- Racist -racial taunts, graffiti, gestures
- Sexual -unwanted physical contact or sexually abusive comments
- Homophobic -because of, or focussing on the issue of sexuality
- Verbal -name-calling, mocking, taunting, persistent teasing and threats
- Cyber -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
- Coercion -Threats or forcing someone to do something they do not want to do, such as give up money or steal something
- Indirect -Lies and rumour spreading, talking behind a person’s back, using chat rooms or web pages to spread or incite hatred
- Baiting - to intentionally make a person angry by saying or doing things to annoy them.
- Banter - Understanding the four elements of bullying is vital to knowing whether something is bullying: intentional, hurtful, repetitive, involves a power imbalance. Just because ‘banter’ doesn’t constitute all the elements of bullying doesn’t mean it’s acceptable. All offensive, threatening, violent and abusive language and behaviour is always unacceptable, whatever your role.
- False Friendships - Where someone pretends to be your friend or is your ‘friend’ sometimes but uses their power to bully you.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is the public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender; and also covers age; disability; transgender; race; religion or belief; sex; Sexual orientation (otherwise known as ‘protected characteristics’).



The Duty has three aims.

It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it

Why is it Important to Respond to Bullying?

Bullying hurts no matter what type of bullying it is. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying, need to learn different ways of behaving and treating others.

Roles and Responsibilities

This Policy only works if it ensures that the wider North Star School community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

This policy will be monitored and reviewed by the Directors. All involved in North Star School are expected to take an active stance to prevent bullying. All staff have a responsibility to respond promptly and effectively to issues of bullying, staff have a responsibility to respond promptly and effectively to issues of bullying and to ensure that appropriate information is passed to delivery providers, local authorities and WRL (where appropriate) to ensure learners are safeguarded from bullying.

Signs and Symptoms

A young person may indicate by signs or behaviour that they are being bullied. They do not always ask directly for help or discuss their concerns openly. When bullying is involved a young person may feel at fault or anticipate that there will be negative repercussions to telling an adult.

Adults should be aware of these possible signs and that they should investigate if a child: •
changes their usual routine is unwilling to attend

- begins to be absent with no warning



- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- has nightmares
- feels ill in the morning
- begins to fall behind in sessions
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received.
- Starts to hide their phone or other electronic devices

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. The above list of signs and symptoms is not exhaustive but indicates behaviours to be mindful of.

Schools (where appropriate) and parents/guardians should be immediately contacted to discuss these signs and behaviours, as there may be other on-going issues.

Strategies for Implementation

Within the curriculum, North Star School will raise the awareness of the nature of bullying and its impact on the bullied person. Staff, students and parents/carers will be made aware of the policy and have ready access to the policy via the North Star School Team Site on Office 365 and website.

High standards of behaviour and the need to care for and respect one another are promoted through the North Star School's Mission Statement and Aims, as well as in the expectations that are set in sessions. Volunteers must also be aware of this policy when working with students.

Procedures



If you suspect that a learner is being bullied, this must be reported a Director at North Star School.

In cases of serious bullying, the incidents will be recorded by staff. If a child attends North Star School through WRL, the incident must be reported to WRL and the School.

The staff member should complete an incident report online.

In serious cases, parents should be informed and both parties will be asked to come into a meeting to discuss the problem (as appropriate). If necessary, and appropriate, police will be consulted, the bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly. An attempt will be made to help the bully (bullies) change their behaviour. However, if this behaviour is deterring other students from learning, a decision needs to be made about the suitability of the placement for the student who is bullying others.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered, if appropriate
3. If possible, the learners will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Support

Support may be provided to the victim and / or the perpetrator in the form of

- reconciliation
- counselling
- regular guidance from an internal support group
- involvement of external agencies: Family Link Worker, Educational Psychologist, Education Welfare Officer / Attendance Officers, behaviour keyworker or Police
- review meetings.

All parties will have review meetings to ensure that bullying has ceased.

Prevention

North Star School will use methods for helping young people to prevent bullying.



As and when appropriate, these may include:

- ♣ Appointing Anti bullying mentors
- ♣ Anti-bullying awareness sessions including cyber bullying and the 7 protected characteristics
- ♣ Challenge bullying behaviour as and when appropriate
- ♣ A behaviour contract which includes anti bullying statements
- ♣ Discuss bullying and why it is unacceptable
- ♣ Writing a set of North Star School rules
- ♣ Writing stories or poems; or drawing pictures about bullying
- ♣ Reading stories about bullying
- ♣ Make up role-plays
- ♣ Watching anti-bullying videos

This policy was adapted from KIDSCAPE guidelines. All bullying, whatever the motivation or method is unacceptable and should not be tolerated. It can affect anyone and we are all potential targets. By law, we all should have measures in place to prevent bullying and staff should be informed of these processes and policies. Involvement in tackling bullying should not start at the point at which a child or student has been bullied. Good practice is to develop an ethos to prevent bullying happening in the first place. When bullying does occur, it is important to respond promptly, support the bullied pupil and ensure that bullying does not happen again.

Appendix 1 – Help Organisations

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 0300 0115 142.

North Star School Ltd
Directors: Emily Bedford and Chelsea Mallabone



B.I.G. (Bullying Intervention Group) 0208 9794991
www.bullyinginterventiongroup.co.uk
info@bullyinginterventiongroup.co.uk

Bullying UK www.bullying.co.uk 0808 800 2222

Childline 0800 1111 (open 24hrs)

Family Lives (formerly Parentline Plus): 0808 800 2222 (7am-midnight) www.familylives.org.uk

KIDSCAPE Parents Helpline (Mon-Tues, 10-5) 020 7823 5430
www.kidscape.org.uk

Relate Coventry 02476 225863

Youth Access www.youthaccess.org.uk

Visit the KIDSCAPE website www.kidscape.org.uk for further support, links and advice.