

ANTI-BULLYING POLICY

1 RATIONALE

- 1.1 Nidderdale High School believes that its learners have the right to learn in a supportive, caring and safe environment without the fear of being bullied and free from humiliation, intimidation and abuse.
- 1.2 It is important therefore that the School has a clear written policy to promote this belief, where both learners and parents/carers are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

2 AIMS

- 2.1 To give clear guidelines to students, staff and parents/carers.
- 2.2 To ensure staff are clear about school policy and procedures regarding child on child abuse and how to identify it and respond.
- 2.3 To enable teachers to maintain a consistent approach to bullying.
- 2.4 To promote an ethos where all pupils, parents and staff treat each other with respect. We insist on polite and civilised relationships.
- 2.5 To foster a tolerant, friendly and purposeful atmosphere in which bullying is less likely to occur. Adults in school reinforce the aims in the standards they set in their relationships with children and other adults. This is also reflected in their expectations of the behaviour of pupils.
- 2.6 Ensure that all young people including vulnerable groups of young people including disabled children/children with SEND, those who identify as or are perceived to be LGBT are appropriately protected from bullying and harassment in line with the Equality Act 2010.

3 DEFINITIONS

3.1 Definitions

- 3.2 At Nidderdale High School, we recognise that bullying can take many forms, and it is important to clearly define what constitutes bullying and related behaviours to effectively address and prevent it.

3.3 Bullying

There is no legal definition of bullying, but it is generally defined as behaviour that:

- Is **repeated**.
- Is **intended to hurt** someone either physically or emotionally.

- Often targets individuals or groups based on characteristics such as **race, religion, gender, sexual orientation**, or other perceived differences.

Bullying can take several forms, including but not limited to:

- **Physical bullying:** Assault, hitting, kicking, or any form of physical violence.
- **Verbal bullying:** Te-calling, making threats.
- **Emotional bullying:** Excluding someone from social groups or activities, spreading rumours, or deliberately attempting to isolate someone.
- **Cyberbullying:** Using digital technologies (social media, messaging, etc.) to intimidate, threaten, or humiliate others. This includes sending malicious messages, sharing harmful images or videos, trolling, or creating fake accounts to cause harm.

3.4 Cyberbullying

Cyberbullying is a specific form of bullying that occurs through electronic communication. It is characterised by:

- The ability to take place at any time of day or night, extending beyond the school environment.
- A larger potential audience and increased difficulty in retracting harmful content once it has been shared.

Examples of cyberbullying include:

- Sending threatening, upsetting, or abusive messages.
- Excluding someone from online games or social activities.
- Sharing embarrassing or malicious images or videos.
- Creating hate sites or groups about a particular individual.

3.5 Child-on-Child Abuse

Also known as peer-on-peer abuse, this refers to any form of abuse where a child is targeted by another child. This can include:

- **Physical abuse:** Hitting, kicking, biting, or causing physical harm.
- **Sexual violence or harassment:** Unwanted sexual behaviour directed towards another child.
- **Sexting:** Sharing of nude or semi-nude imagery or explicit content.
- **Initiation/hazing violence:** Ritualised aggression meant to intimidate or shame the victim.

3.6 Victims and Perpetrators

Victim is commonly used to describe individuals who have experienced bullying or abuse, but it is important to recognise that not every individual sees themselves in this way. We aim to be sensitive to the preferences of those affected, using terms they feel comfortable with.

Similarly, **perpetrator** refers to the individual engaging in bullying or abusive behaviour. However, we are mindful of using appropriate language, particularly when addressing young people, as the behaviour may also stem from harm experienced by the perpetrator.

4 SCHOOL OBJECTIVES

4.1 The school objectives are:

- To raise awareness among staff, learners, parents/carers about the issue of bullying to create an environment in which bullying is seen as unacceptable.
- To be proactive in the prevention of bullying (including cyberbullying and on journeys to and from school)
- To make learners, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.
- To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
- To address with bullies their problematic behaviour in a fair and firm manner in line with the school's Behaviour Policy, providing support to enable them to change their behaviour.

5 ADVICE TO STUDENTS & PARENTS/CARERS

5.1 If you are being bullied at school:

- Tell yourself that you do not deserve to be bullied, and that it is wrong.
- Try not to show that you are upset, which is difficult.
- If you are different in some way, be proud of it.
- If possible stay with a group of friends/people. There is safety in numbers.
- Be assertive - shout "No!" Walk confidently away. Go straight to someone you trust.
- Keep a record of things that happen to you to show the school. Speak to Parents, Carers, Form Tutor, any adult you trust, Senior Students, Mentors, any other learners.
- If you feel you cannot talk to people you know about bullying you can contact a number of services. Information on these services is displayed in the Pastoral Office and can be found at points 5.6 and 5.7 of this policy.

5.2 If you are being bullied out of school: Try to talk to an adult you trust.

5.3 If you are being bullied online: Block the person immediately and don't respond to the message. Take a screen shot or print out the message as evidence. Take this into school to show an adult or inform the police.

5.4 If you know someone is being bullied:

- TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

5.5 Guidance for parents:

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.

- Ensure you keep your child safe online and monitor their use of social media to ensure they are safe and not at risk of bullying, intimidation, exploitation or coercion.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the School immediately. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the school policy concerning bullying, and that they should not be afraid to ask for help.

5.6 If you feel you cannot talk to people you know about bullying, you can contact one of the following external organisations:

- **ChildLine**
ChildLine is the UK's free, confidential helpline for children and young people. They offer advice and support, by phone and online, 24 hours a day. Whenever and wherever you need them, they'll be there. Call 0800 1111.
- **CyberMentors**
CyberMentors is a section of the schools-out website that provides an online peer mentoring support network. It provides information and support for young people affected by bullying.
- **EACH**
EACH has a freephone helpline for children experiencing homophobic bullying: 0808 1000 143. It's open Monday to Friday 10am-5pm.

5.7 The following websites have lots of information and advice for anyone who has had experience of bullying. The Child Exploitation and Online Protection Centre (CEOP) maintains a website for children and young people, parents and carers about staying safe online. Additional support for young people experiencing mental health can be found at:

Think UKnow	www.thinkuknow.co.uk/
NSPCC advice on bullying	www.nspcc.org.uk/
Childline tips on bullying	www.childline.org.uk
Bullying UK	www.bullying.co.uk
Kidscape	www.kidscape.org.uk
Young Anti-Bullying Alliance	Anti-bullyingalliance.org.uk
Stop Bullying.Gov	www.stopbullying.gov
Young Minds	Youngminds.org.uk

Compass-uk	Compass UK Charity Providing Health & Wellbeing Services (compass-uk.org)
Healthforteens	https://www.healthforteens.co.uk/
The Mix	Themix.org.uk
The Go To	Thegoto.org.uk

Young Minds Crisis Messenger offers 24/7 free support if a young person is experiencing a mental health crisis. Text YM to 85258

6. School Processes

Reports of Bullying

When dealing with a reported bullying incident, the following principles must guide the response:

Initial Protection and Support

- The **first priority** is ensuring the victim's safety and providing necessary support.
- The **victim's wishes** regarding how they want to proceed should be respected and taken into consideration.

Addressing the Bully's Behaviour

- Staff must make it clear that the **bully's behaviour is unacceptable**, but this should be done calmly and rationally to avoid creating a hostile environment for the bully.

Investigation

- A thorough investigation will be carried out to understand the facts of the incident and the **reasons behind the bully's behaviour**.
- This will include taking **statements from witnesses** (pupils, staff, or visitors), conducting a **risk assessment**, and considering possible **external referrals**.
- The investigation should not only focus on the immediate incident but also on the **motivations** behind the bullying, including any concerns for the perpetrator's safety.
- Outcomes should include recommendations for **further** for both the victim and the perpetrator, if necessary.

Involvement of Authorities

- In **extreme cases**, the police will be notified, and any police involvement must be reported to the **Designated Safeguarding Lead (DSL)**.

Family Communication

- Families of both the victim and the perpetrator should always be informed of the incident, unless doing so would place a child at further risk.

Restorative Work

- Wherever possible, staff will facilitate **restorative work** to encourage **conciliation**, a **genuine apology**, and a **positive way forward** for all parties involved.

Record Keeping

- All actions, decisions, and justifications must be **recorded on CPOMS** to ensure transparency and accountability.

Policy reapproved by LGB 9.12.24

Next review: December 2027