Anti-Bullying and Hurtful Behaviour Policy

Our Philosophy

Fostering creative thinking and enterprising learning is essential to empowering individuals to grow and thrive in an ever-changing world. By encouraging curiosity, risk-taking, and problem-solving, we cultivate a mindset that embraces innovation and adapts to new challenges. Supporting learners in this journey involves creating environments where exploration is encouraged, diverse perspectives are valued, and failure is seen as a step toward success. As we inspire the next generation of Mavericks, we equip them with the skills and resilience needed to pursue their passions with purpose, helping them not only excel individually but also contribute meaningfully to society with a cause that drives them. By nurturing their potential, we unlock a future where creativity and entrepreneurship become catalysts for positive change.

Our Vision

To be a place where minds can rise and soar,

Where learners dream and seek for more.

Where progress blends with roots held tight,

Guiding souls towards what's right.

Inspiring a community, where learners embrace their individuality: rooted in values that prepare them to disrupt positively and shape the world with purpose.

Our Purpose

In our growing Nadeen School Family, we empower each soul to say 'Í can be me ... in my own way'. We nurture every learner's potential by fostering an environment of compassion, courage, and creativity through progressive education.

Anti-Bullying and Hurtful Behaviour Policy

Purpose

- For all staff to know what the school policy is on bullying and follow it when bullying is reported.
- For all staff to be aware that we promote positivity, and for our learners to have empathy and understanding.
- To create and maintain a non-violent and non-threatening atmosphere by using educational opportunities when they arise to teach positive behaviour.
- To raise awareness of our staff through staff meetings and taking a vigilant nature to reduce the risk of bullying and hurtful behaviour at all times.
- To increase the sensitivity of our school community to incidents of bullying.
- To provide support and help for victims of bullies and for bullies themselves, and counselling

when needed.
- To make the whole school aware that bullying and hurtful behaviour do not fit with the Behaviour for Learning Policy or the philosophy of the school and will not be tolerated.

Anti-Bullying and Hurtful Behaviour Statement

This policy should be used alongside our Behaviour for Learning Policy and any repsonse to bullying will be guided by our Behaviour for Learning Policy with Restorative Practices at the heart of what we do at Nadeen. Our goal is always the repair of any harmed relationships.

At Nadeen School, we believe that all learners have a right to learn in a supportive, caring and safe environment without the fear of being bullied. Therefore, Nadeen School is committed to providing a caring, friendly, safe and secure environment for all our children so they can learn in a relaxed and secure atmosphere, without anxiety. It is made clear that bullying is a form of anti-social behaviour and bullying in any form is unacceptable at Nadeen School. We always aim to support victims and those who are accused of bullying because every learner has a story that may lead them towards hurtful behaviour.

We do all we can to prevent bullying by developing a school ethos in which bullying is regarded as unacceptable and positive behaviour is promoted. Due to the school's positive ethos, cases of bullying are extremely rare. However, in order to nurture our learners, we equally take cases of hurtful behaviour seriously even though there may be no bullying intent. For this reason, we have an anti-bullying policy and a clear Behaviour for Learning Policy that is guided by neuroscience.

What is Bullying?

Bullying can be described as being a deliberate, ongoing act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can occur through several types of anti-social behaviour. It can be:

- Physical: A child can be physically punched, kicked, hit, spat at, etc.
- Verbal: This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- Exclusion: A child can be bullied simply by being excluded from
- discussions/activities.
- Damage to Property or Theft: learners may have their property damaged or stolen. Physical threats may be used by the bully in order that the learner hand over property to them.
- Cyber: Misuse of digital technologies or communications to bully a person or group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.

Bullying is not tolerated, and all accusations are to be taken seriously and dealt with immediately and with sensitivity.

What is Hurtful Behaviour?

We recognise that hurtful behaviour is not as severe as bullying, but still has a negative impact on the child to whom it is being directed. Hurtful behaviour also shows a lack of respect which is contradictory to the school's ethos. Our anti-bullying policy is adjusted and modified accordingly for hurtful behaviour incidents.

How do we maintain our successful Anti-Bullying and Hurtful Behaviour Policy?

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the minimisation of bullying in our school. If bullying does occur, all learners should be able to tell any member of staff and know that incidents will be dealt with promptly and effectively.

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We are a TELLING School. This means that anyone who knows that bullying or hurtful behaviour is happening are expected to tell the staff. All adult members of our school community are vigilant in order to recognise where bullying is taking place, and to deal with it thoroughly and with sensitivity.

Why is it important to respond to Bullying and Hurtful Behaviour?

Everybody at Nadeen School has the right to be treated with respect. Bullying learners need to learn different ways of behaving. The school has a responsibility to respond promptly and effectively to issues of bullying and hurtful behaviour.

Communicating Bullying and Hurtful Behaviour

At Nadeen School we use assemblies ,the PSHE curriculum and class discussions to discuss our intolerance of bullying and hurtful behaviour. Our learners are reminded:

● that their silence is the bully's greatest weapon.
● to tell themselves that they do not deserve to be bullied and that it is wrong.
● that fighting back may make things worse.
● that it is best to tell an adult straight away as they will get immediate support.
● that adults will take them seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for all concerned.

Dealing with Disclosures

All Nadeen School staff will take disclosures seriously and treat them with sensitivity. We believe it is best to speak to all parties involved as a first step towards reconciliation and resolution, aligned with our Behaviour for Learning Policy. Nadeen School will always inform parents of both the perpetrator and the victim, in person where possible, as a further way to resolve any issues.

For steps to be taken, please see appendix 'What do we do if we know someone is being bullied?'.

Online Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' or online bullying, which can occur in or outside school. Online bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessible as people forward on content at a click.

Online bullying can be defined as 'The use of Information Communication Technology, particularly mobile phones and the internet, to deliberately hurt or upset someone.'

At Nadeen School we know that many young people and adults find that using the internet and mobile phones is a positive and creative part of their everyday life. Unfortunately, technologies can also be used negatively. When children are the target of bullying via mobile phones, gaming or the Internet, they can often feel very alone, particularly if the adults around them do not understand cyberbullying and its effects. A once previously safe and enjoyable environment or activity can become threatening, harmful and a source of anxiety. It is essential that our young people, our staff and our families understand how cyberbullying is different from other forms of bullying, how it can affect people and how to respond and combat misuse. Promoting a culture of confident users will support innovation and safety.

For steps to be taken, please see appendix 'How will Cyberbullying be managed?'.

Please also refer to our Digital Safety Policy.

Roles and Responsibilities

All staff within Nadeen School are responsible for ensuring that bullying and hurtful behaviour are not a part of school life for our learners and that should incidents occur they are dealt with immediately.

Class teachers and assistants should deal with incidents accordingly in a timely manner. If issues persist then they should be reported to the Phase Leader.

Phase Leaders will become involved if the incidents continue.

The Senior Leadership Team should be made aware of all incidents. They will become directly involved if the situation persists even after the intervention of the Phase Leader.

Review:

Approved by: James Batts
Date: August 2025
Review Date: August 2027

Appendices

Appendix 1

What do we do if we know someone is being bullied?

Outcomes:
Members of staff to whom disclosures are made to should initiate the following procedures themselves and/or consult with the relevant staff as appropriate:

- All disclosures, whether from a learner, a parent or a member of staff, should be taken seriously and treated with sensitivity.
- Parents will always be informed if their child has been found to be either a victim or a perpetrator of a bullying incident. All instances of suspected bullying should be recorded on CPOMS and reported to Phase Leaders and SLT where relevant.
- Victims, alleged bullies and witnesses should be interviewed separately, and their accounts of the incident are to be written down on the Learner Account Form.
- In the course of this procedure, enquiries should be made to ascertain whether the alleged bully has been involved in similar incidents involving this or other learners, thus enabling patterns of behaviour to be established.
- Serious cases will be discussed with the Headteacher. After consultation, the Senior Leadership Team will determine the appropriate way to handle the incident, in line with our Behaviour for Learning Policy.

Action should then be taken with regard to each of the following:

- If possible, the learners will be encouraged and supported to repair after the incident/incidents have been investigated and dealt with - each case will be monitored to ensure repeated bullying does not take place.
- Support for the bully will be given in accordance with the Behaviour for Learning Policy.
- Informing the parent of the victim and the bully.
- Formally recording the incident on CPOMS.
- Giving general information to all staff, through close liaison and staff meetings. Giving relevant feedback and reminders about appropriate behaviour to learners.
- In serious cases, suspension or exclusion will be considered in line with the Behaviour for Learning Policy and the Ministry Decree.

Appendix 2

How will online bullying be managed?

In the event of online bullying:

- Staff will keep a record of the bullying as evidence in CPOMS.
- Nadeen School will take steps to identify the bully, where possible and appropriate. This may include identifying and interviewing possible witnesses, and contacting the parents
- Learners, staff and parents/carers will be required to work with the school to support the approach to online bullying and the school's e-Safety ethos.

Logical consequences for those involved in cyberbullying may include:

- The bully will be asked to remove any material deemed to be inappropriate or a service provider may be contacted to remove content if the bully refuses or is unable to delete content.
- Internet access may be suspended at school for the user for a period of time. Other consequences for learners and staff may also be used in accordance to the school's anti-bullying and Behaviour for Learning Policy.
- Parent/carers of learners will be informed.
- If the offence takes place off the school site and out of school hours, but is brought to the attention of the school, all children and families involved will be contacted for discussion.