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## **Equality Impact Assessment**

of respect for all staff and service users. The intention is to identify, remove or minimise discriminatory practice in relation to the protected characteristics (race,

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## 1. Introduction

1.1 This policy outlines what Northern Counties School, Percy Hedley School and Hedleys College will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture.

1.2 Bullying eated over time that

calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, WhatsApp, Snapchat, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

1.3 Targeting others is our term for behaviouN别KOĥaĉaŭtters is our term for b nsEMC /P AMCID 5表

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## 3 Forms of bullying

Bullying can happen to anyone. This policy covers all types of bullying including:

Bullying related to race, religion or culture.

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aware of the school policy and know how to deal with incidents of bullying or other incidents where one or more pupils target another pupil. The Headteacher / Principal reports to the governing body about the effectiveness of the antibullying policy on request.

- 5.2 The Headteacher / Principal and Senior Leadership Team ensure that all pupils who have the cognitive ability to understand bullying, know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher/Deputy Headteacher/Senior Leadership Team draws the attention of pupil to this fact at suitable moments. For example, if an incident occurs, the Headteacher/ Deputy Headteacher/Senior Leadership Team may use restorative justice actions to help everyone involved to understand why the behaviour is wrong and how it affects people.
- 5.3 The Headteacher / Principal ensures that all staff receive sufficient training to be equipped to identify and report all incidents of bullying.
- 5.4 The Headteacher / Principal sets the school climate of mutual support and praise for success, so making bullying less likely. When pupils feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

## 6 The Role of Staff

- 6.1 Staff in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They report incidents through CPOMS, and these
- 6.2 If staff witness an act of bullying, they do all they can to support the pupil who is being bullied. If a pupil is being bullied over a period of time, then a member of the Senior Leadership Team
- 6.3 Staff actively support anti-bullying strategies by teaching pupils directly about safeguarding issues and cyber-bullying. Information is regularly sent home to parents and carers to further develop parental awareness of safeguarding issues on the internet and mobile devices.
- 6.4 We keep a record of any bullyr -

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